November 8, 1943

PROPOSED PLAN FOR UNION SURVEY

Purpose The purpose of the survey is to determine the extent to which local unions that have utilized existing Government wage adjustment machinery have attempted to improve the economic status of women members, through the utilization of Government machinery by requesting "equal pay", and independently by enabling women to share the advantages of union membership equally with men.

Scope The survey is to be confined to selected war industries in which women are extensively employed, and initially, at least, to States coming within the jurisdiction of the 6th Regional War Labor Board, particularly to Illinois, Indiana, and Wisconsin.

The national unions from whose locals information is to be obtained are: (1) International Association of Machinists, AFL; (2) Electrical Workers of America, AFL; (3) Automobile Workers of America, AFL; (4) Automobile, Aircraft, and Agricultural Implement Workers of America, CIO; (5) Electrical, Radio and Machine Workers of America, CIO; (6) United Farm Equipment Workers, CIO.

All locals in the area named, which are affiliated with the national organizations referred to, and which have War Labor Board cases, either settled or pending, will be visited, if possible. The criterior for selection of local unions will not be War Labor Board "equal pay" cases, but <u>any</u> War Labor case in which the local is involved. This method of selection will afford information on three types of cases: (1) those in which the union requested "equal pay"; (2) those in which the union did not request "equal pay" because women workers were already receiving equal wage treatment; (3) those in which the union did not request "equal pay" but should have done so.

Information Desired Since the survey proposes to discover what the selected unions are doing for women, the questions should cover both union policy and its application in the particular plant involved in the WLB case. In general, the topics of major interest from a policy standpoint include "equal pay," seniority, upgrading, special provisions for women other than the foregoing, and women's participation in union activities.

Method of Survey Information on the national union's policy in regard to women, if any, would be helpful in interviewing the local union representatives and should be obtained at the outset. Names of unions with WLB cases may be obtained from the Regional Board. Contracts between local unions and employers involved in such cases may be obtained from BLS, and notations made on the policies in question. This information would then be available to the agent before visiting the local union. On each WLB case, the agent would interview two persons: (1) a local union official, concerning union policy chiefly; (2) a plant steward or other union official in the plant involved in the WLB case, to determine plant practice. Information about women's participation in union affairs would be obtained from both and from women union members when possible.

Labor unions have been one of the strongest forces for securing good working conditions standards and the Bureau was interested in finding out what unions were doing to meet the problems of these women who had suddenly become a large proportion of the union membership. Before the war the number of women in the organized labor movement was not too significant. 1/ With the entry of the United States into the war the urgency of increasing the labor force became very great and barriers to union membership which still existed in a number of the older unions, were broken down. The International Association of Machinists; the Teamsters; Moulders and Foundrymen; Iron and Shipbuilders; and the Carpenters and Joiners announced admission of women to membership within a year after war had been declared. In 1942 the United Mine Workers amended its constitution to permit women to join. Railroad unions also accepted women as members although in some membership was to be limited to the period of the war emergency.*

(2) From U.L.O. A.F.L. file - Ck. source with R.V.N.

1/ Between 1910 and 1920 the number of women members in unions increased to 351,000 or about 6 percent of the total membership at that time. Nearly one-fourth of these were in the newly formed Amalgamated Clothing Workers, the telephone workers branch of the International Brotherhood of Electrical Workers and the United Textile Workers - Leo Wolman, the Growth of American Trade Unionism, 1880-1923.

Under the NRA in 1935 nearly two-thirds of the workers in men's apparel were brought under union contract , one-fourth in hosiery; and one-half in boots and shoes. Unskilled workers were largely unorganized, including some 35,000 women in automobile, 25,000 in rubber, 65,000 in electrical and radio, and 10,000 in metal and machine shops. The rapid increase in union membership which followed the rise of the CIO brought a further increase in the number of women, both in AFL and the CIO. Some 600,000 were in the CIO and 60,000-70,000 in the AFL.- Elsie Gluck, Women Workers in America, The Pioneer Woman, Feb. 1938.

* Women in Trade Unions During War Period (#5) - Nyswander

While no exact figures can be given it has been estimated that the total number of women union members in the country increased from around 800,000 [illegible] to approximately 3 million in 1944. Thousands of these new women members had never participated in the struggle for union recognition which had taken place earlier and as a result had no understanding of basic trade union principles. Were they participating fully in the union program and thereby securing greater benefits and protection on the job? What were union policies in regard to equal pay and seniority and other questions specially affecting women in the war industries?

With these things in mind the Women's Bureau undertook a survey of women in a large war industry area to secure information which might be useful to unions in developing programs which would meet any special needs of women and which would serve to encourage women members to become more active in their union organizations thereby helping to strengthen them for the benefit of all members.

Eighty-one local unions, organized in 92 plants, were visited. The unions were affiliated of both the American Federation of Labor and the Congress of Industrial Organizations. Information was secured from international and national union officials, regional directors, through interviews with local union officers and women members, and from reports received from international unions directly. Agents also attended regional educational conferences, area meetings of shop stewards and a national conference of women members called by one of the largest international unions. Union officers were interviewed at the union offices and women members in their homes. Although the study was concerned chiefly with local unions, reports from international union representatives in the area covered include information about policies and programs which are national in scope.

The industries covered by the unions included in the survey were aircraft, ordnance, electrical products, machinery, iron and steel, non-ferrous metals, automobile and farm equipment. The plants were located in three states in the Midwest, in an important war industry area. All but five of the plants were pre-war plants but the unions in 25 plants reported that there had been no women on production before the war.

The 51 local unions covered in the survey, represented a membership of over 200,000, of which over 75,000 were women. In over half of the 53 plants reporting, women had become union members, only since the beginning of the war. In seven plants they had been members as long as 10 years or more.

In one-third of the unions, women composed less than one-fourth of the total membership; in one-third they were from one-fourth to one-half of the membership; and in one-third they were one-half or over.

† One plant was located just across the state line in a fourth state. (Kenwad - Ky)

II. WOMEN'S PARTICIPATION IN UNION AFFAIRS

The heavy influx of women into unions during the war period, many of which had had few or no women members before the war, required that special consideration be given to the formation of policies in regard to the problems of women members. There was need to see that women received the rate for the job; that long standing historical differentials based on sex; and discriminations in promotion, and layoff procedures be abolished; that plant policies be adopted to give protection to pregnant women while working in the plants and to give them job security by including maternity leave clauses in the union contract; and that community facilities for recreation and child care be provided.

It was important for women themselves to understand that they needed the union - that through the union they could demand and expect equality in treatment and hope of abolishing age old discriminations which have frequently resulted in a belief that they were inferior and that it was useless to resist discrimination against them. There was need to initiate programs which would encourage them to take an interest in and to participate in union affairs. Both AFL and CIO are committed to a broad program of action designed to bring women into active participation in unions. The 1944 Convention of AFL stressed the need of organising the millions of employed women, and that "their membership and active participation in the bona fide trade unions of their respective crafts is essential to their well being, and to the general welfare of the nation." 1/ A CIO convention resolution called for the "Expansion of special educational programs for women in unions, designed to bring them into positions of greater responsibility and leadership."2/

1/ Report of Proceedings of the Sixty-Fourth Annual Convention of the American Federation of Labor. 1944. p. 43.
2/ Seventh Constitutional Convention of the Congress of Industrial Organizations, 1944.

International union policies and actions to stimulate women's interest and participation.

Some of the large national and international affiliates of these bodies did not recognize the importance of giving consideration to the question of the new women members who had entered their unions. They made no changes in their programs for educating new members or in methods of enlisting their interest in and support of the union.

At the time of our entry into the war a number of unions still barred women from membership. Women were among the top leaders in only a few national and international unions and they seldom shared in the formulation of wage agreements on a larger scale - as between international unions and manufacturers associations. In industries employing large numbers of women, men's clothing, ladies' garments, boot and shoe, tobacco, food, paper and pulp, most local agreements were negotiated by the men officials of the union. Some of the unions had, however, consistently over a long period of time, recognized that women played an important role within their organizations. The International Ladies' Garment Workers Union, AFL and the Amalgamated Clothing Workers, CIO developed an extensive educational program for union members making special appeal to women members, and developing leadership among them at the local level.

Regional directors and international union representatives interviewed in the areas covered by the union study, generally reported that the large numbers of new women members were hard to interest in the union program. Some representatives showed prejudice and antagonism toward women. They said that women so often refused to join the union; and would work for less pay than men for the same jobs which lowered wage standards; and in some cases they had gone through picket lines. One representative stated that after the war the men in locals of his union in that area were going to refuse to work with the women in plants where women had not worked before the war.

Changes in international union policies and programs were being brought about partly because women themselves were becoming more active in demanding recognition. Women delegates to international union conventions requested that women be appointed to international union staff; that they be appointed as regional representatives to take care of women's problems; and that more attention be given to problems especially affecting women members. (4)

The largest union in the country, the United Automobile, Aircraft, and Agricultural Implement Workers, with a woman membership which reached around 30 percent in 1944,[1] made a significant contribution by setting up in its War Policy Division, a Women's Bureau which worked to bring women members into active participation in the union program. In December 1944 this union called a national conference of women members, bringing together over a hundred women union members who met with international union representatives and resulted in action by the Executive Board of the union to get local unions to expand programs to give women the opportunity of training for leadership in the union. In December 1944 this union reported that women were on executive boards in 60 percent of their locals in plants where women were employed. (5) (6) (7) (8)

The United Electrical, Radio and Machine Workers of America, with around 150,000 women members, took the position that the continued growth and effective carrying forward of their union program would be determined by the extent to which women were activated in the union. Early in the war period special conferences of women members were called to discuss the problems arising out of the great influx of women into the union. Special trained classes were instituted for women to prepare them for assuming responsibility in the union. (9) (10) (11)

[1] United Automobile Worker, Oct. 1, 1944

(12) Its international union constitution guaranteed equal membership to all persons in the industry, "regardless of age, sex, color, religion or political belief or affiliation." It was recognized that by protecting the rights of women workers, the rights of all workers are safeguarded.

(12) It was also recognized that many women not only had a job in the factory but carried jobs as homemakers and that union efforts to solve community problems, organizing child care centers, adjusting shopping hours and transportation schedules, providing special recreation programs paid off in high measure. In 1944, 46 women were members of the international staff of this union, 15 women were presidents of locals.

(13) Other unions reported action taken at national and state conventions, recognizing the contribution women were making; urging upon local unions the desirability of having women brought into leading positions in the union, and conferences on women in industry.

2. Women's interest and participation in local union affairs.

In most local unions visited men officers reported that women were doing a good job in the plants and that they made good union leaders when given the opportunity for education and training. Some said, however, that although the local union officers encouraged/women refused nominations to run for office and to take responsibility for work on committees and as shop stewards.

In most of the local unions the majority of women members did not actively participate in the union program. In a good many of the locals, however, women were active in the plants, doing a good job as shop stewards and actively supporting union demands for wage increases or improved working conditions.

Source ?

→ See p 2 of attached — Women on important committees in only 36 % of locals & hold office in less than half of locals & offices held are not most important offices

Many of the women interviewed expressed interest and belief in the union because they thought it had done a good job for its members. In ~~some~~ 30 of the locals women gave reasons for their interest and belief in the union, including work done by their locals for the following:

Table XIII a

Equal pay and seniority rules for men and women.
Fairer treatment in plants.
Abolishing of separate male and female job classifications.
Maintenance of rate for the job.
Effective handling of grievances.
Protection on the job.
General wage increases.
Reduction of time required for progression steps from bottom to top job rates.
Improved working conditions - wash room or rest room facilities.
Vacations with pay.

Table IV
IV a
IV d

a. Union offices held by women - In over half of the 81 local unions surveyed women held office and in 41 percent of the locals women held more than one office. Altogether 75 women served as officers. Four locals had women presidents. In unions having a larger proportion of women members the percentage in which women held office increased. In those with less than 50 percent woman members, 46 percent of the locals had women in offices. Where women were from 50 to 75 percent of the membership, (three-fourths) 71 percent had women in office and the eight locals having 75 to 100 percent women all had women in office. In two unions women held all offices.

b. Membership on union committees - Many women interviewed stated that they felt that it was very necessary to have women hold important positions in the union, not only to serve as officers but as members of bargaining, grievance and shop committees in order to have their grievances pressed and to prevent the inclusion of any discriminatory clauses in the union contract.

Table IV e

In over one-third of the 92 plant units women were ~~holding~~ serving on one or more of these important

committees. In over half of the local unions women also served on other committees. The committee most often having women members was the entertainment committee. Other committees having women members were on political action, education, sick, publicity, good and welfare, legislative, [redacted] or service men's committees. In one local each were women on union label, organization, auditing, publications, shop, interview, community chest, trial, by-laws, welfare, [redacted], applications, housing, anti-discrimination, constitution and by-laws, war production drive, and disciplinary action committees.

Table IV d

Table IV e

2. Women shop stewards - Women served as shop stewards in over three-fourths of the 92 plant units. Many locals reported that women did an excellent job taking up grievances promptly and pressing for quick action.

3. Special programs to interest women members - The majority of local unions did not report any special program undertaken for the purpose of meeting the special needs of women and enlisting their interest in the union. Of the 81 locals 68 had no program activities of this kind. Thirteen reported some kind of program. [redacted] had called special meetings to discuss women's problems. Other locals had tried also special recreation programs such as women's bowling teams; clubs for work with service men; special women's parties. A few reported work in the community to secure child care or recreation centers, and adjustment of transportation schedules and shopping hours. A number of unions reported that they tried to get women interested and to develop leadership among them by getting as many as possible to serve as shop stewards and in a number of localities women were included in special educational or training classes for stewards and other leaders, or were sent to workers' schools.

Table XIII

* omit finance

** See attached — p 3 or Table XIII

e. Attendance at union meetings - The majority of local unions reported that attendance at union meetings was not good for men or women except at times when important issues were to be discussed. ~~This was generally true for men also.~~ Attendance of women members was good in only a fourth of the unions, in over a third it was fair and in over a third it was poor. Reasons given for poor attendance were lack of gas, home duties, lack of recognition of women by men leaders, lack of interest due to irregularly held meetings, meetings held on shopping night, women too tired due to their carrying double responsibility of home and job, lack of interest as a result of prejudice and discrimination against them and fear that foremen would find out that they were active in the union and ease them out of the plant.

Table VII

f. Opinions of women in regard to the failure of women to participate in the union program - Lack of interest in the union was attributed largely to the fact that women were carrying responsibility for home and job, having little time left for union work. Other opinions were expressed, including the following:

VII a

Women new in industry and did not know of gains union had made.
Long delay in receiving War Labor Board decision.
Men "run the union", pay no attention to women's problems.
Women think union has not accomplished anything for members.
Men do not want women to be active in union.
Women's grievance not taken up.
Women kept on lower paid jobs.
Sex differentials in pay.
Unequal seniority protection for women.

In one local the men on the bargaining committee had agreed to a job evaluation plan which set all women's rates lower than men's regardless of whether jobs were comparable in content.* In another local men officers were quite inexperienced and no progress had been made† while in another members said the union did nothing - that it was "company union".‡ In a union newly organized the first job was to get all the workers signed up and there was no time to educate new members. In a number of unions women said that the lack of

VA

* Sched # 72 - A.O. Smith Co.
† " # 14
‡ " # 79

interest on the part of the majority of women was due to the fact that they expected to quit work after the war. In several locals the Constitution and By-Laws did not permit new members to hold office for from one to two years.

III. Union Policies and Programs Regarding Women's Pay

1. International union policies.

The majority of women who work do so because of economic necessity. Problems related to wages are more important than any other except, perhaps, seniority which affects their job security. Rate for the job, equal opportunity for upgrading to better paying jobs and equal hiring rates for inexperienced men and women were all matters of special concern to the women local union members.

International unions reported on in the survey had all subscribed to the policy of rate for the job and a number of the largest unions had given particular attention to implementing this policy. As a result of union action and of the equal pay policy which was adopted by the National War Labor Board in November 1942, women have received equal pay for work that was comparable in quantity and quality to that of men in a large number of cases. In a number, which unions took to the Board, large sums of money were received by women in back pay. 1/

Both AFL and CIO unions have actively supported equal pay legislation and some international unions have worked to promote equal pay in their locals. The UAW-CIO and the UERMW-CIO reported special action to secure the elimination of any discriminatory clauses against women in the union contracts of their local unions. The UAW reported a wage increase for women of from 56 cents

1/ $500,000 back pay received by women, an average of $500 each, in case of Brown-Lipe-Chapin Division of General Motors, Syracuse, and UERW-CIO - United Auto Worker, July 15, 1945. $600,000 back pay received by women in case of Buick Division of General Motors Corp.(Melrose Park plant) and UAWA-CIO.

per hour in September 1943 to $1.05 in September 1945 attributes the increase almost entirely to the application of the equal pay principle. 2/ This union also called a national conference of women members in December 1944 which gave the opportunity to them to discuss their problems and ways of meeting them. One of the resolutions passed called on the International Executive Board of the union to recommend to all local unions that they undertake to abolish separate job classifications for men and women in those plants where they existed and to recommend that local unions press their grievances in those plants where top merit spread advancement was denied to women.

The U.E. also has attacked the long-standing historical differentials, which exist in their industry, and worked in the direction of upgrading all lower paid classifications. The number of employees covered by U.E. contracts guaranteeing equal pay for equal work increased to 68 percent in the year 1943-44 as compared with 56 percent the previous year. The Chicago Regional Office of this union reported the prevention of the establishment of male and female job classifications in the radio-radar industry in Chicago in a case covering 41 manufacturers in this industry.

The International Association of Machinists, AFL, District Lodges in the areas surveyed reported that their union policy was to maintain rate for the job and that their union did not allow the establishment of male and female classifications. The United Steel Workers, CIO also maintained rate for the job in their industry where the number of new women employees rose during the war to 80,000. The International Brotherhood of Electrical Workers AFL, reported that the establishment of male and female classifications was of long standing in the electrical industry but that where women had been

2/ United Auto Worker, June 15, 1945.

given temporary war-time employment on men's jobs the rate for the job had been maintained.

2. Local union policies and action.

Local union surveyed had attacked the problem of wage discrimination against women by the inclusion of equal pay clauses in union contracts; by pressing for action through the grievance machinery where complaints arose; rearranging the rate schedules or changing job classifications in such a way as to bring the rates for women's jobs up to the rates paid to men for similar work; and using job evaluation to secure a proper balance between all jobs in the rate structure.

Provision for equal pay was found in over half of 80 contracts covering plants where men and women were employed on the same jobs. In some contracts both equal pay and general no-discrimination clauses were included. In almost one-half of the contracts which had equal pay clauses there was also provision that the hiring rate for inexperienced men and women be the same; and in about one-half the provision that the progression steps from hiring rate to job rate be the same for men and women.

Table VIII
Table VIII b

In one-half of the locals union officers and women members said that women were given the same opportunity for promotions that men were given. In one local only one woman had received merit increases whereas the majority of men had received them. In some plants it was reported that jobs had been changed and although production had increased, rates were lower for women than they were for men on the same jobs. In a good many plants women worked on traditional "women's jobs" or in separate women's departments on jobs requiring as much skill as many of the jobs performed by men but rates were lower for women. Although in some local unions women themselves did not take up their complaints but in others they were very active in working to advance their

Table XI

* Sched #70
Interview with union officer

own interests. Even where equal pay principle was established by provision in the union contract it was not found that real equal pay always automatically followed. The effectiveness of the application of the equal pay policy depended upon the vigilance of the union shop stewards and grievance committees. Pressing for action on complaint cases involving equal pay for women members was effective in many cases. In one local union over $900 in back pay had been secured for women members through use of grievance machinery.*

Prejudice of union officers and the lack of aggressiveness on the part of women members was found to exist in a number of plants where discriminatory practices were in effect. However, in most local unions men officers expressed themselves in favor of the rate for the job for men and women alike. Reasons given were that women had done a good job in the plant, proved that they could perform the work as efficiently as men, and therefore should not receive lower rates; that if the union allowed jobs to be reclassified, then when job transfers or downgrading became necessary after the war due to the layoffs and reinstatement of veterans, the men who had been transferred to heavier jobs would have to return to their former jobs at lower rates. Several cases illustrate the fear which union officers had of women being used to break down the wage structure:

In one plant employing 15,000 people, 7,500 of whom were women, rates had been set separately for men and women in 1937 before the plant was organized. No change was made at the time of organization and during the war as more men were drafted and it was necessary to increase the number of women workers, company and union agreed to reclassify as women's jobs, a certain number of men's jobs which were similar to women's jobs but not increasing the rates to those men had

* Sched # —, UAW, #248

single space

* #46

received on the same jobs. Men officers of the local said that he expected only a few women to be put on these jobs but as the war continued thousands of women were employed on these jobs and they were discussing what could be done as negotiations were to start on a new contract. Only a few women had been active in work to protect their own interests and several said that the few active women had become discouraged because the men refused them recognition.

An officer of a local union in a plant employing 1,200 employees, one-fourth of whom are women, stated that he had insisted on equal pay when women went on men's jobs for the duration in order to safeguard the rates for the men who will return to these jobs.

An official of a union in a plant employing 800 employees, 50 women, stated that he had insisted on the same rates for women on men's jobs on which women were placed to prevent the Company from using women to break down the wage scale.

An officer in a local union plant employing 9,000 employees, two-thirds of whom are women, stated that in plants covered by them they tried to maintain the men's rate of the jobs when performed by women, otherwise the companies might hire women after the war, and men would not have jobs.

Table XI

Women union members in 43 of 57 locals reporting, said that some women had been kept on lower paying jobs longer than men. In many locals, however, they said that the union had fought for equal pay; that the rate for the job had been strictly maintained or that they had cases involving equal pay pending before the War Labor Board.

1/ See Schedule #46, Delco Remy
2/ See Schedule #78, Harley Davidson
3/ " " #56, Bacyrus Erie
4/ " " #51, Auto. Plentix.

In a plant employing 300 women, which had converted to war production and all jobs were new jobs and divided into heavy and light classifications with flat hourly rates, the women on the light jobs only at lower rates than men's, although many of the women's jobs were comparable to many of the men's. Women had been placed on certain of the men's jobs which they could perform and which paid the higher men's rates but when the union demanded that the same rate be given the women, they had been taken off of the job and put back on women's jobs. In the next contract negotiations equal pay had been requested for women on jobs comparable to men's jobs. The company agreed to give a flat 10 cent increase to all women and this was accepted by the union, since an appeal to the War Labor Board would have meant a long delay and also by accepting the flat increase all women would benefit instead of only those on comparable jobs.*

In another plant employing 200 women, the women were employed in women's departments on jobs that were traditionally women's jobs and at "female rates" which were lower than the minimum rates for any of the men's jobs. The company had proposed putting women on men's jobs many times but lowering the rates to the women's rates which the union refused. At the time the union was visited all women were still employed on the women's jobs.†

In a plant employing 3,000 women, equal pay had been ordered by the War Labor Board but with a 5 cent per hour deduction from women's pay because of the special rest period allowed the women. The women said that they felt that this was discriminatory as the men took as much time away from the job during the day as the women did.=

* sched # 31 Chev., Ind. † sched # 105 Seaman Body
= " " 24, Bendix, So. Bend

A business agent of a large union covering a number of plants stated that there was no place for women in his type of employment and indicated that they would not remain after the war. The women members reported that they did not understand why they were all in the lower job classifications and could not get reclassified.*

A president of a local union in a small plant, employing 30 men and 50 women, stated that they had had an understanding with the company that no women would be employed on men's jobs after the war. "We don't want women on men's jobs," he said.†

In another plant, a new war plant, rates were lower for women than for men on the same jobs in another plant owned by the same company in the same small town. The union president stated that the union could do nothing about equalising the rates for men and women in the two plants since the War Labor Board equal pay policy could be applied only to relieve inequalities based on sex within a given plant.z

In a plant employing 3,000 women and 12,000 men, discrimination existed as a result of a job evaluation which the company had instituted and the union accepted, by which all jobs on which women were employed were evaluated and a differential in rates established, giving women lower rates than men employed on the same jobs.x

In three locals men reported that women were not employed in the three plants covered by their agreements on men's jobs if men were available. There was no objection to the plant policy expressed by the men interviewed.**

* Interview with Business Agent -
† Sched #101
z Sched # 10 Houdaille, Hershey
x " #72
** " #78, 80, 64

IV. SENIORITY POLICIES AND PRACTICES OF LOCAL UNIONS

An important factor in extending the benefits of union membership to unorganized women is the job protection which they expect to secure through the union. The majority of women interviewed in the union study reported that most of the women in their plants expected to continue work after the war and that they were concerned about what would happen to their jobs when war contracts were ended. Would there be enough jobs to take care of returning veterans and women also? Would there be jobs in other plants and would women be hired if they had to be laid off from their present jobs because of lack of seniority? Would their jobs disappear because of the war plants in which they worked would close down or be converted to peace time production and the claim made that women could not perform the new jobs? Would women be laid off in plants because in some cases union officers were prejudiced against them would make no effort to see that union members were not transfered and downgraded out of line of seniority? In such cases would women be safeguarded against the transfer of men with little seniority to jobs that women could not perform and of men with more seniority to jobs women could perform which would result in more women being laid off by a new seniority line-up when the time came for layoffs?

Of the 81 local unions included in the study 25 locals reported that in the plants covered by their union contracts women were not on production before the war. Six of the locals were organized in new war plants. The number of women employed in these 31 plants was around 20,000. Of the 51 local unions reporting that women were on production before the war, 17 reported that very few women had been employed. In most cases local unions did not know what the plans of their employers were for postwar production.

81 locals
25 - w. not on prod
6 - new war plants

The union study found that in over four-fifths of the contracts women had the same kind of seniority protection that men had, provisions applying to men and women alike with no mention of sex. Additional guarantee was added in some contracts by a general no-discrimination clause. In ~~one-fifth~~ 1640 there were separate seniority lists for women which in effect meant a limiting of job opportunities for women since they could not be transferred freely to any jobs they might be able to perform a plant wide basis.

Another type of provision discriminatory against women was the specific provision for the layoff of married women at the end of the period of emergency. Only 2 locals had incorporated clauses of this type in their contracts. In two contracts there was provision that women's seniority was limited to jobs in the women's department which existed before the war. Relaxation had been agreed to for the duration of the war. At the end of the war women having seniority on their pre-war women's jobs would have protection but the majority of women would have no seniority rights in the plants.

That women's activity in the union had some connection with the amount of protection they secured by union contract provision was indicated by the fact that where women held responsible position in the union they had better seniority protection. Of 30 plants having contracts and reporting that women were on bargaining, grievance or shop committees or on Executive Boards (90 percent) had the same seniority rules for men and women.

In a good many instances it was pointed out that the majority of women did not understand the seniority provisions in the union contract. In a few locals they had not much concern about their seniority rights even though large numbers of them would have no protection after the war.

Reports also showed that locals were being urged by their international unions to abolish any discriminatory seniority provisions which existed in union contracts and to rigidly enforce seniority contract provisions to prevent women's being laid off and refused reemployment out of line of seniority. In the UAWA-CIO with an increase in woman membership from 50,000 in 1940 to 350,000 in 1944, women had become more active and agressive and were able to secure the calling of a national conference of women members to consider problems of women, including the question of seniority, and to give them the opportunity to present their problems and request the International Executive Board to act in their interest.

Opinions and attitudes of union leaders and of women members on seniority protection -

In the majority of unions local union leaders said that women would have, in practice, equal protection with men as was provided in their union contracts, that the union would stand back of equal seniority when the layoffs took place. Few layoffs had taken place at the time the union study was completed so that few reports were obtained as to actual practices in layoff and rehiring.

In one plant employing 1,300 women, (~~approx. men~~) a heavy layoff had taken place which had been by seniority. Women did not think that they had been discriminated against. However, a later report was sent in to the effect that the company was refusing to rehire women for a new type of work to which it was converting on the grounds that jobs were not suitable for women. The women disagreed and through their union requested that the Women's Bureau go in and appraise the jobs and make recommendations to the company as to which jobs they could perform.

The United Automobile Worker, June 1, 1945

* Chrysler - Evansville #3

Of 76 local unions reporting on type of jobs, 51 officers reported that they expected women to continue in the plant after the war; in 5 they did not expect them to continue; in 20 there was no report. Of the 51 in which women were expected to continue, in 34 women were reported to be working on both men's and women's jobs; in 13 women were on men's jobs only and in 4 on women's jobs only. In the 5 where they were expected not to continue women were on men's jobs only.

Table XII

V. COST ATTACHED TO UNION MEMBERSHIP

The principal costs attached to union membership are initiation fees, paid at the time of joining the union, the monthly or weekly dues, and any assessments or fines which are imposed by either the local or the international union. Costs were not found to be excessive for women in the war plant unions studied.

Initiation fees - In over half of the 51 unions initiation fees reported were from $1.00 to $2.00. Two unions had no fee. In about a third the fees were from $3 to $6. In five unions the fee was from $10 to $15. The fees were the same for men and women in all but 4 unions. In three a higher fee was specified for skilled trades and journeymen than for production workers. Women were, for the most part production workers. In one men paid $2 and women $1 and in one men paid $4 and women $3.

Table IVa

Union dues - Women's dues did not exceed $2 per month in any of the unions. In 65 percent the fee was $1. Dues were the same for men and women in all but two unions. In one union women paid $1.25 and men $1.50 per month and in another women paid 35 cents and the men 75 cents per week.

The method of collecting dues in the majority of unions was either by payment at the union office, to stewards in the plant or to the financial secretary at union meetings. Only 15 percent had the check-off. Of these three the check-off was voluntary.

Table IX h

Assessments - No assessments were imposed in 79 of the 81 local unions; one had a $1 assessment when a death occurred in the local and one had a $1 assessment per year imposed by the international union for organization purposes.

Fines - Over half of the unions reported no fines of any kind. One-fourth imposed fines for not attending union meetings or for not voting in annual elections of union officers. Three locals had fines for non-payment of dues - from $1 if in arrears for current month to $25 if in arrears for three months. In most cases fines were from 25 cents to $1. In one it was $2 for not attending one meeting in each quarter and in one it was $5 for not attending one meeting in six months.

Reasons for fines in most cases were given as connected with the problem of poor attendance at union meetings. Union officers reported in many locals that the large numbers of new members took for granted the benefits that the unions had struggled for and were therefore not interested in the union program. They said that every effort had been made to reach these new members and many plans had been tried to educate them and keep the union strong so that the progress made would not be lost and further gains achieved.

Table IV a

Some correlation was shown between the imposing of fines and securing good attendance. Where fines were imposed the unions reporting had good or at least fair attendance. ~~Only 12 percent had poor attendance.~~ Where no fine was imposed ~~60 percent had~~ the majority of the locals had good or fair attendance and ~~40 percent had poor attendance.~~ 39

VI. WORKING CONDITIONS

1. Maternity Leave in Union Contracts.

Of the 81 local unions in 92 plants, only 5 reported that they had specific maternity leave provisions incorporated in their contracts. Length of leave allowed was not stated in two contracts; 1 year in two; and from 60 to 90 days in one.

Table XVI

with allowance for extension to 18 months

Can be extended to 18 months

Over two-thirds of the contracts reported on made provision for leave for illness or other good cause, with no guarantee that maternity could be covered. In a good many locals union officers expressed an interest in the Bureau recommendations for suggested standards for contract provisions and indicated that they expected to request this kind of provision in the next contract negotiations.

2. Rest periods.

In 66 plants local unions reported that there was no provision in the union contract for rest periods. In 13 contracts provision was included, in 9 for men and women and in 4 for women only. The number and length of periods reported were two 5 minute periods, two 10 minute periods or two 15 minute periods.

Table XVII

In all cases rest periods were paid for except one, in which case 5 cents per hour was deducted from women's pay.

What Schedule? #20

II

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July 10, 1945

WOMEN IN UNIONS IN A MID-WEST WAR INDUSTRY AREA

I. INTRODUCTION AND SCOPE

II. WOMEN'S PARTICIPATION IN UNION AFFAIRS

III. UNION POLICIES REGARDING WOMEN'S PAY

IV. SENIORITY POLICIES AND PRACTICES

V. COST ATTACHED TO UNION MEMBERSHIP

VI. WORKING CONDITIONS

Appendix (Sample contract clauses)

WOMEN IN UNIONS IN A MID-WEST WAR INDUSTRY AREA --

A survey of women in local unions. [redacted]

INTRODUCTION AND SCOPE

One out of every [redacted] persons who work for a living in [redacted] American factories is a woman. In October 1939, 2.3 million women were employed, 2,265,000 in manufacturing industries. One out of every four production workers on factory pay rolls was a woman. In December 1944 the number of women employed in manufacturing had increased to 4.3 million. One out of every three production workers in factories was a woman. The greatest increase in the number of employed women during the war period occurred in the transportation equipment group, the number rising from 1 percent of the total number of workers in October 1939 to ~~28.2~~ 22.1 percent in December 1944. There was marked increase also in the electrical machinery group with women comprising almost one-half of the production workers in December 1944 as compared with about one-third in October 1939. In iron and steel the number of women employed increased from 6.2 percent in October 1939 to 22.2 percent in December 1944. 1/

With the rapid increase in the number of women employed in industries vital to the war effort and the rise in the proportion of employed workers covered by union agreements, facts related to women in unions took on new significance. The problems faced by these women, many of whom were going into plants or moving into new types of jobs for the first time, was a matter of concern to the Women's Bureau. It was important that good standards of working conditions should not be lowered and that they be established where women were being employed for the first time.

1/ Women in Factories, 1939-1944, U.S. Department of Labor, Bureau of Labor Statistics.

APPENDIX

I. Equal pay Clauses in Union Contracts.

(1) "Women employed to perform work on jobs heretofore performed by men shall receive the same pay for fully performing the same pay frully performing the same quantity and type of work."
U.S.A. - CIO

(2) "In accordance with Directive of the National War Labor Board, wage rates for women shall be set in accordance with the principles of equal pay for comparable quantity and quality of work on comparable operations. Any dispute arising as to the question of quantity, quality or comparability, as herein defined, shall be subject to consideration under the established grievance procedure. Any unresolved disputes on this matter shall be subject to final determination by an arbitrator appointed by the National War Labor Board."
UAWA-CIO - Sample Clauses from Union Agreements.

(3) There shall be no discrimination in the wages, hours, or other terms and conditions of employment, based on sex or marital status.

Wage rates established under this agreement shall be set by the job and not by the sex of the worker. Wage rates and job classification shall be based on job content. Jobs or departments shall not be designated by sex, or "male" or "female" jobs, or "men's" or "women's" departments, or any other wording with a similar meaning and effect.

The starting rate shall be the same for all inexperienced workers, regardless of sex. Progression schedules likewise shall be the same for all workers, regardless of sex.

(Alternate contract clause)

All employees, male and female, shall receive equal pay for equal work. Women assigned to jobs performed by men shall receive the rates of pay equal to those received by men on those jobs. Jobs performed by men shall not be broken down or classified or valued for the purpose of establishing any sex, differentials of any nature whatsoever. Any job that is broken down shall be classified and valued on the basis of job content and the rates for such jobs shall be no less than that paid to men on similar jobs.
UERMWA-CIO - Sample Contracts.

II. No Anti-discrimination.

(1) "The Company agrees that it will not discriminate in the hiring of employees or in their training, up-grading, promotion, transfer, lay-off, discipline, discharge, or otherwise, because of race, creed, color, national origin, political affiliation, sex or marital status."
Recommended by the UAW-CIO International Executive Board.

(2) "The provisions of this contract shall be applied to all employees without discrimination on account of sex, race, color, creed or national origin."
UERMWA,CIO - Sample Contract Clauses.

III. Maternity Leave.

(1) "Pregnancy shall not be grounds for dismissal of any women employee. If the work on which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the Employer shall, upon receipt of such physician's written statement, transfer her to suitable work.

"Any woman employee who is pregnant, shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than six (6) weeks before delivery and two (2) months after delivery.

"Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

"Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified."
UERMWA-CIO - Sample Contract Clauses

(2) a. Whenever an employee shall become pregnant, she shall furnish the company with a certificate from her physician stating the approximate date of delivery, the nature of the work she may do and the length of time she may continue to work. Thereafter, upon the request of the company, she shall furnish an additional certificate containing like information every 30 to 45 days.

REPRODUCED AT THE NATIONAL ARCHIVES

b. She shall be permitted to continue to work, in suitable employment, in accordance with her physician's recommendation; and she shall be allowed to work until two months before the expected date of delivery, if her physician certifies that she is able to continue working.

c. She shall not be employed on the midnight shift; nor more than 8 hours a day nor more than 48 hours a week; nor at any work requiring heavy lifting, or continuous standing or moving about, or other work listed as hazardous for pregnant women by the Children's Bureau and the Women's Bureau of the U. S. Department of Labor; and she shall be allowed a 15-minute rest period during each half of the work shift.

d. Whenever she is required to interrupt her employment upon the advice of her physician she shall be immediately granted a leave of absence until she is able to return to work. Upon presentation by her of a certificate from her physician that she may return to work, she shall be so returned; and her seniority shall accumulate during the period of such leave of absence.

e. She may return to work after delivery upon the presentation of a certificate from her physician that she is able to work. Upon her return she shall be placed in suitable employment in accordance with the recommendation of her physician.

f. Upon the expiration of a period of two months after delivery, the company shall have the right to require a physician's certificate in support of her request for a continuation of her leave of absence, at intervals of not less than thirty (30) days.

g. IT IS UNDERSTOOD that these clauses applying to employees who become pregnant shall not be construed to deny or restrict, but shall be deemed to enlarge, any rights (including rights involving leaves of absence or light employment) to which they may be entitled under any other provisions of this contract. Recommended by the UAW-CIO International Executive Board for all local unions.

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Lunch Periods

Of 79 union contracts, 73 percent had no provision for lunch periods. In 27 percent of the contracts provision was made for lunch periods. In 11 percent of the contracts the time allowed was for less than 30 minutes. In 7 plants the length of period was different for men and women. In some plants women had 30 minutes and men no definite time was specified. In two plants men's rest period was paid for and the women's was not paid for.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

August 7, 1944

Brief Summary of Activities in Connection with Union Women
Carried on by Miss Wolfe and Mrs. Sater

Miss Wolfe's Activities

At a luncheon meeting with UE local officials, February 18, 1944, discussion of a new program for UE women workers took place and it was apparent that there was great need for an educational program especially with women stewards. Representation for UE on a Woman Power Forum was secured by Miss Wolfe. She tried also to interest women officials (particularly stewards) in a Safety Engineering Class started at Washington University and hopes union women will enroll next fall for courses in a labor school at St. Louis University. The work with unions in St. Louis has included cooperative efforts on the part of women from both AFL and CIO unions as shown by a forum meeting "The Woman Worker Speaks" which Miss Wolfe was instrumental in setting up. Participants in arranging the forum included besides the YWCA, League of Women Voters, Women's Trade Union League, etc., representatives of UE and International Ladies' Garment Workers Union. At this forum women workers were given an opportunity to tell their own stories of problems that affect them. Miss Wolfe was largely responsible for organizing a Training for Leadership Course scheduling 10 meetings from May 2 to June 6, which included discussion of collective bargaining, parliamentary law, community facilities, public speaking, job relations, history of the labor movement, etc. She has worked with a UE committee planning an Educational Institute. An institute for union stewards, plant counselors and social workers in order that the union stewards and counselors would know the type of services offered by the St. Louis Social Planning Council is planned for June 15. There will be 25 CIO, 25 AFL, 25 personnel counselors and 10 social workers attending. Miss Wolfe has been active in the planning for this institute.

Mrs. Sater's Activities

Mrs. Sater's cooperative endeavors with Trade Union women has largely centered in the industrial cities of up-state New York where there is less trained leadership among the working women than in and around New York City. She made a community survey of Schenectady in relation to community services for workers, additional needs and workers participation. She talked with UE local officials, women shop stewards from General Electric and leaders of community affairs. No permanent plan or program was put into effect here but Mrs. Sater expects to return. In Syracuse, Rochester and Buffalo, working with Miss Philomena DeFiona, Chairman of Women's Activities for District No. 3 of the UE, Mrs. Sater arranged for preliminary meetings with local Women's Activities Committees and there helped to arrange for larger conferences in these cities. The conferences in Syracuse and Rochester were each attended by representatives of approximately 25 social and civic groups as well as representatives of other trade union groups - AFL and CIO. The conferences resulted in the establishment of permanent labor-community organizations, membership in which is open to and encouraged from all the trade unions having women members, non-union working women and representative members from all the appropriate civic and social agencies of the community. The object of these organizations is to promote a better understanding by the agency participants in the community problems of the workers and to encourage a greater understanding on the part of the worker in what the community may or should have to offer the worker as well as greater participation by the worker in community affairs. The Syracuse organization has had 5 or 6 good meetings since its formation at which such subjects as housing, recreation, child care, price control and subsidies, industrial nursing, etc., have been discussed. The Rochester organization more recently started is progressing more slowly but promises to do a worth while job. The United Labor Committee of the

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Tonawandas at the suggestion of UE women (following their meeting with Mrs. Sater in March) undertook an all-day Women Workers Conference in North Tonawanda on May 28. This was attended by representatives from the Tonawandas, Niagara Falls CIO, AFL, UEW and Independent unions and by four women from the Buffalo CIO Women's Council as well as local government officials. The President of the North Tonawanda Town Council suggested scheduling a mass meeting in the high school for early fall where the conference program could be to a large extent repeated, Mrs. Sater spoke at the general meeting of the conference, led the panel discussion on working conditions and spoke on Postwar Planning for Women at the evening session. The Buffalo women hope to schedule a similar labor-community conference in the near future. Mrs. Sater is scheduled to meet representative women of UE locals in Manhattan, Brooklyn, Westchester and Nassau counties the evening of June 15 in New York.

COMMENTS ON ATTENDANCE

"Poor Attendance" - C.I.O.

#12
The C.I.O. won in an election and they are in the stage of organization. The company is fighting the union and using underhanded methods to discourage the workers from joining; consequently, some of the workers are fearful of the union.

#19
Financial Secretary said that she had tried to call a meeting lately, but something prevented it. Agent feels that white women fear the election of negro officers. (40 women - 8 white) (There have been few meetings, and have had none for some time.)

#20
The poor attendance of men and women at meetings is due to lack of gas and distance between homes and union hall.

#38
Women said that if meetings were held on some other night than Friday, which is pay day, that they thought attendance would be better. They also suggested that a special meeting for the women members for the purpose of discussing special women's problems might arouse some more interest. The women interviewed thought there was considerable interest in the union even though they did not attend meetings.

#45
Attendance is poor except when there is an issue affecting them. Recently the question of proper caps and replacement cost was discussed and the women attended because they were interested in the matter.

#46
Reasons women do not attend meetings:
- Home duties
- Laundry
- Are not recognized by men.
- Are not interested because of discrimination in wage rates.

#47
Meetings are held on Sunday. The women work 6 days a week. Women attended better when they worked a 5 day week.

#48
Women have home responsibilities. Many have children. Gas rationing is issue since many live in nearby towns and must drive.

"Poor Attendance" - A.F.L.

The chief steward Mr. George Chayer said the workers are becoming very impatient, awaiting a ruling from Economic Stabilization Director. The Co.

asked for price relief. Workers feel the union is not doing anything for them. Members are becoming lax in their dues payments, some being ten (10) months in arears.

If the ruling would be rendered, the case has been processing for over one year, it would bolster the union morale.

The women are very lax in attending union meetings, or undertaking any active part in the plant.

"Fair Attendance"

#14
Union officials stated that company preferred to hire girls from country who arehard to organize and interest in union activities. Women think they will not be in shop permanently so it is difficult to get them to take initiative and act as shop stewards and on committees. They fear discrimination against them if they become active. They think others not active are promoted to better jobs and shop stewards held back. This feeling has grounds as there were 25 union members were involved in a National Labor Relations Board case in which the union charged that the company fired them for union activity.
Nineteen of the 25 were ordered reinstated but all but 4 had gone to other jobs by the time the order came so only 4 were re-employed.

#15
Women attend meetings better than the men do but neither attend so well. Cause given as gas rationing and fact that many employees live quite a distance from town.

#23
Women have been working ten hours a day with eight hours on Saturday for over a year. A lot of Sunday work, too. They all stated that they were too tired to attend union meetings.

#28
Women are reported to attend first meeting of the month better--perhaps "to get it over with." (Local has a fine if member misses both meetings each month.) Vice Pres. said that the increase in the number of workers in the plant during the war period had brought in many new members who do not know what the union has done and are, therefore, not so interested.

#40
Women do not attend as well as men. They have other interests--USO, etc.--and home responsibilities.

#105
Attendance of women not so good as men. Many married women have children. Financial Secretary said many women come because of the fine and then leave meeting as soon as possible. One woman shop steward said, "Women are not so interested as men. They don't feel unionism the way men do."

#59
Plant operates 6 days a week and local meets on Sunday, so it is difficult to attend.

#70
Attendance is not so good as women don't have time. A good many married women do not intend to keep working so thay are not so interested.

"Good Attendance"

#100
In this plant many of the women are young and have no home ties so thay are free to come to meetings.

#101
Fine is imposed for non-attendance so attendance is quite good. Chairman of Board of Trustees (woman) said that most of women attend because of the fine and are not so interested.

#104
Women attend very well. Local has 2 meetings--1 at night for day shift, and 1 on Sunday for night shift.

[redacted]

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Names of persons interviewed.

Women's Bureau, U. S. Department of Labor (1581)

Employee Interview Minimum Wage Study

1. Firm _____ City _____

2. Employee _____ Address _____

3. Length of service in this laundry _____

4. Occupation in pay periods: Dates: Earnings:

(1) _____

(2) _____

(3) _____

5. Changes in job during period covered _____

_____

_____

_____

6. Changes in hours _____

_____

7.a. Changes in rate of pay _____

b. Changes in method of pay _____

c. Changes in earnings _____

8. Present age _____

9. Race _____

10. Marital condition _____

11. NOTES: _____

_____

_____

_____

_____

_____

_____

Date _____ Agent _____

TRADE UNION SURVEY

CIO

Schedule No.	Union	Plant	Product
1	U F E M W A Local 104 East Moline, Ill.	International Harvester Co. East Moline, Ill.	Agricultural implements war work for the Army.
2	U F E M W A Local 150 Moline, Ill.	John Deere Plow Co. Moline, Ill.	Agricultural implements, some war work.
3	U F E M W A Local 133 Rock Island, Ill.	Feltex Corporation Rock Island, Ill.	Fiber containers for shells.
4	I U A A A W A Local 81, East Moline, Ill.	Union Malleable Iron Co. of the John Deere Co. East Moline, Ill.	Castings for farm equipment.
5	U F E M W A Local 156 East Moline, Ill.	International Harvester Co. East Moline, Ill.	Agricultural implements, also contract with Army Ordnance.
6	U E R M W A Local 814 Moline, Ill.	Minneapolis-Moline Power Implement Co. Moline, Ill.	Farm equipment, forging for the Army and Navy.
7	I U A A A W A Local 865 Moline, Ill.	John Deere Harvester Works East Moline, Ill.	Agricultural implements
8	U E R M W A Local 814 Moline, Ill.	Eagle Signal Corp. Moline, Ill.	Bomb sight units, teletype parts, timers
9	I U A A A W A Local 806 Rock Island, Ill.	J. I. Case Co. Rock Island, Ill.	Tractors, plane wings, farm implements
10	I U A A A W A Local 1992 N. Chicago, Ill.	Oakes Products Div. of Houdaille Hershey Corp. N. Chicago, Ill.	Metal parts for tanks, and other motor vehicles
11	U F E M W A Local 154 Peoria, Ill.	Hart-Carter Co. Peoria, Ill.	57 mm shot.
12	U F E M W A Local 128 Peoria, Ill.	Peoria Cordage Co. Peoria, Ill.	Rope, binder twine
13	U F E M W A Local 140, Peoria, Ill.	Peoria Malleable Co.	Malleable castings

Schedule No.			
14	U F E M W A Local 105 Peoria, Ill.	Caterpillar Tractor Co. Peoria, Ill.	Gun mounts, motor graders Diesel engines for Army, Navy Air Corps,
15	U E R M W A 144 Peoria, Ill.	Altofer Bros. East Peoria, Ill.	Tank mines, plane parts (normally: washing machines ironers)
16	I U A A A W A Local 278, Chicago, Ill.	Dole Valve Co. Chicago, Ill.	Valves, plane parts.
17	I U A A A W A Local 834, Forest Park, Ill.	Wire Cloth Products Corp. Forest Park, Ill.	Gas and oil and air strainers, filters, etc.
18	U F E M W A Local 139 Chicago, Ill.	Ingersoll Steel & Disc Division of Borg Warner Corp. Chicago, Ill.	Cartridge cases, auto trucks, aircraft, tanks, farm implements, furnace parts, etc.
19	U F E M W A Local 125 Chicago, Ill.	Industrial Lamp Corp. Chicago, Ill.	Sheet metal fabrication, spraying and assembling black out lamps for Army vehicles.
20	U A W A Local 5 South Bend, Ind.	Studebaker Corp. South Behd, Ind.	Aircraft engines, Army trucks, Ordnance material.
21	U E R M W A Local 917 South Bend, Inc.	Singer Manufacturing South Bend, Indiana	Airplane sub assemblies, droppable fuel tanks, cases for industrial and field sewing machines.
22	U F E M W A Local 112 South Bend, Ind.	Oliver Farm Equipment South Bend, Ind.	Treads for tanks and farm equipment.
23	U A W A Local 590 South Bend, Ind.	Torrington Company South Bend, Ind.	Bearings for aircraft any type bearings.
24	U A W A Local 9 South Bend, Ind.	Bendix Aviation Corp. South Bend, Ind.	Aviation products, carburetors, gun turrets, gun barrels.
25	U A W A Local 9 South Bend, Ind.	Bendix Home Appliances South Bend, Ind.	Aviation products
26	U A W Local 764 Elkhart, Ind.	Excel Curtain Co. Elkhart, Indiana	Gun turrets, window sash and curtains for busses

Schedule No.	UNION	PLANT	PRODUCT
27	U A W Local 534 Elkhart, Ind.	C. G. Conn, Limited. Elkhart, Indiana	Gyro, Radar, compasses, silver bearing, etc.
28	U A A A I W A Local 941 Elkhart, Ind.	Chicago Telephone Supply Co. Elkhart, Indiana	Communication equipment (telephone, radio, radar.)
29	U R W A Local 65 Mishawaka, Indiana.	Ball Band Plant, U.S.Rubber Mishawaka, Indiana	Self seal gas tanks, Army raincoats, diving suits, hose, etc.
30	U E R M W A Local 927 South Bend, Ind.	Electro-Voice Mfg. Co. South Bend, Indiana	Microphones
31	U A A A I W A Local 226 Indianapolis, Ind.	Chevrolet Commercial Body Co. Indianapolis, Ind.	Aviation parts for Allison, Army trucks, gun mounts, Pratt & Whitney motor parts.
32	U A A A I W A Local 226 Indianpolis, Ind.	American Leather Products Indianapolis, Ind.	Canvas products, Signal satchels, Aerial kits, etc.
33	U A A A I W A Local 226 Indianapolis, Ind.	Marmon-Herrington, Inc. Indianapolis, Ind.	Truck manufacturing, Army combat trucks.
34	U A A A I W A Local 226 Indpls. Ind.	Foundry Unit, International Harvester, Company. Indianapolis, Ind.	Naval Ordnance - 75% Truck engines - 25%
35	U A A A I W A Local 226 Indianapolis, Ind.	McQuay Norris Mfg. Co. Indianapolis, Indiana	Bearings
36	U A A A I W A Local 226, Indpls. Ind.	Prest-O-Lite Storage Battery, Indianapolis, Ind.	Batteries
37	U E R M W A Local 1001 Indpls. Ind.	P. R. Mallory & Co. Inc. Indianapolis, Indiana	Radio and radar parts.
38	U A A A I W A Local 97 Seymour, Ind.	Noblitt-Sparks Industries, Seymour, Indiana	Muffler for Fords, Bomb tubing, Handles for gas tanks, Exhaust pipes.
39	U E R M W A Local 904 Indpls. Ind.	American Bearings Corp. Indianapolis, Indiana	Brass and steel bearings of all sizes.

TRADE UNION SURVEY

A. F. OF L.

Schedule No.	Union	PLANT	Product
50	I A M Local 548 Moline, Ill.	American Machine and Metals Corp. East Moline, Ill.	Gun mounts, industrial fans, machines for U.S. Navy
51	I A M Local 1114 Waukegan, Ill.	Vascoloy-Ramet Corp. Waukegan, Ill.	Carbide cutting tools
52	I A M Local 1676 Waukegan, Ill.	Tantalum Defense Corp. Waukegan, Ill.	Production and processing of tantalum
53	I A M Local 377, Chicago Hgts.Ill.	Cannedy-Otto Mfg. Co. Chicago Heights, Ill.	Drill presses, machine tools
54	I A M Local 1118 Elkhart, Ind.	Elkhart Brass Mfg. Co. Elkhart, Indiana	Fire Dept. Fittings.
55	Evansville Metal Trades Council Evansville, Ind.	Missouri Valley Bridge & Iron Company, Evansville, Ind.	LST invasion boats
56	I A M Local 1231 Evansville, Ind.	Bucyrus - Erie Co. Evansville, Ind.	Steam shovels, road graders, rollers, bulldozers.
57	I A W A Local 650 Evansville, Ind.	Farm Tools Inc. Vulcan Plow Division Evansville, Ind.	Farm Machinery.
58	I A M Local 769 Indianapolis, Ind.	Curtiss-Wright Corp. Propeller Division Indpls. Ind.	Airplane propellers.
59	I A M Local 1449 Indpls. Ind.	Mouldings, Inc. Indianapolis, Ind.	Aircraft parts and shapes
60	I B E W B 1048 Indpls. Ind.	R. C. A. Indianapolis, Indiana	Radio tubes; radio sound equipment (Signal Corps)
61	Federal Labor Union Local 18704 Anderson, Ind.	Anaconda Wire & Cable Co. Anderson, Indiana	Copper wire and cables.

TRADE UNION STUDY (CONTD.) A.F.OF L.

Schedule No.	Union	Plant	Product
62	I U U A W A Local 783 Owensboro, Ky.	Ken-Rad Tube & Lamp Corp. Owensboro, Kentucky	Glass and metal radio tubes transmitting and receiving of many sizes and types.
63	I A M Local 1061 Milwaukee, Wis.	Cutler Hammer Inc. Milwaukee, Wis.	Electrical control equipt.
64	I A M Local 66 Milwaukee, Wis.	Jambor Tool and Stamping Milwaukee, Wis.	Oil pumps, king pins, shafts, rocker arms shafts
65	I A M Local 66 Milwaukee, Wis.	Clum Mfg. Co. Milwaukee, Wis.	Automatic electrical control apparatus
66	I A M Local 66, Milwaukee, Wis.	Perfex Corp. Milwaukee, Wis.	Fuses, radiators, sights lenses, small armaments
67	I B E W Local B-1169 Milwaukee, Wis.	Square D Co. Milwaukee, Wis.	Electrical controls
68	I U U A W A Local 736 Milwaukee, Wis.	Automatic Products Co. Milwaukee, Wis.	Oil controls for heating refrigeration controls, valves for aircraft
69	I U U A W A Local 322 Milwaukee, Wis.	Globe Union Inc. Milwaukee, Wis.	Batteries, switches
70	I U U A W A Local 209 Milwaukee, Wis.	Harley-Davidson Co. Milwaukee, Wis.	Motorcycles, sidecars, accessories.
71	U A W A Local 232 Milwaukee, Wis.	Briggs and Stratton Co. Milwaukee, Wis.	Small gas motors, locks and switches for autos, magnetos
72	Smith Steel Workers Local 19806 Milwaukee, Wis.	A. O. Smith Corp. Milwaukee, Wis.	Bombs, torpedoes for Navy, landing gears, hot water tanks, pressure vessels, aircraft parts, combat vehicle frames, pipe for oil lines.

Schedule No.	Union	Plant	Product
73	I A M Local 1628 Chicago, Ill.	Rockola Mfg. Co. Chicago, Ill.	Munitions, Ammunition boxes upholstered furniture, coin operated phonograph, airplane parts.
74	I A M Local 1696 Chicago, Ill.	G. E. X-ray Corp. Chicago, Ill.	Diathermy & fever cabinets, medical and X-ray apparatus vacuum tubes
75	Int. Ladies Handbags Local 44 Chicago, Ill.	S. Buchsbaum & Co. Chicago, Ill.	War Products - head pieces of plastic material for Electro voice (tanks); poncho coats, for army, Navy sails, belts, etc.
76	Int. Moulders & Foundry Local 233 Chicago, Ill.	Howard Foundry Co. Chicago, Ill.	Bronze & aluminum castings and patterns.
77	I A M Local 1796 Chicago, Ill.	Minneapolis-Honeywell Regulator Co. Chicago, Ill.	Electronic automatic pilots for airplanes. Peace time-thermostats for heating equipment.
78	U A W A Local 477 Chicago, Ill.	Revere Copper & Brass Inc. Ord. Div. Chicago, Ill.	Ammunition parts for A. & N. brass discs for shells. Peace time - parts for gas stores, autos, etc.
79	Federal Labor Union Local 22636 East Chicago, Ind.	Continental Roll & Steel Foundry Company East Chicago, Ind.	Armor tank castings & large miscellaneous castings
80	I B E W Local 713 Chicago, Ill.	Automatic Electric Co. Lion Mfg, Company Chicago, Ill.	Automatic Telephones - Communications equipment
81	I B E W Local 1031 Chicago, Ill.	American Phenolic Corp. Chicago, Ill.	Bakelite products - electrical sockets, connectors for Army and Navy.

Schedule No.	Union	PLANT	PRODUCT
40	U E R M W A Local 813 Evansville, Ind.	Sunbeam Electric Mfg. Co. Evansville, Ind.	Refrigeration repair service, rifle grenades aircraft parts, booster for shells, metal shell containers.
41	U A W A Local 265 Evansville, Ind.	Briggs Indiana Corp. Evansville, Indiana	Airplane wings
42	U A W A Local 492 Evansville, Ind.	Republic Aviation Corp. Evansville, Indiana	Thunderbolt fighter
43	U A A A I W A Local 705 Evansville, Ind.	Chrysler Corporation Evansville, Indiana	Steel and brass cases for amunition.
44	U R W A Local 110 Indpls. Ind.	U. S. Rubber Co. Indianapolis, Ind.	Auto and truck tires and tubes; bicycle tires; fuel cell tanks for airplanes, ferry tanks.
45	U A W A Local 940 Anderson, Ind.	Pierce Governor Co. Anderson, Ind.	Governors for autos, tanks, tractors, trucks, bomb sights.
46	U A A A I W A - Local 662) Anderson, Indiana	Delco Remy Division G.M.C. Anderson, Indiana.	Auto, truck & tractor electrical equipment. Equipment for aircraft and Diesel engines.
47	I U A A A I W A Local 663 Anderson, Ind.	Guide Lamp Division General Motors Corp. Anderson, Indiana.	Machine gun barrels, Head and tail lamps for Army trucks, tanks, Shell cases
48	U M M S W A Local 607 Indpls.Ind.	Bridgeport Brass Ordnance Plant Indianapolis, Ind.	Cartridge shells, Strip brass, 30-50 caliber clips Disc and blanks
49	U F E M W A Local 107 Chicago, Ill.	West Pullman Works International Harvester Chicago, Ill.	Carburetors, Magnetos, Nuts, Bolts, Bearings
(50 - 82))See A.F.of L.((list.)			
100	U E R M W A Local 1111 Milwaukee, Wis.	Allen-Bradley Co. Milwaukee, Wisconsin.	Industrial switches, and controls; radio & radar switches and controls.

Schedule No.	Union	Plant	Product
101	I U A A A I W A Local 335 Milwaukee, Wis.	Fulton Company Milwaukee, Wisconsin	Aircraft parts
102	I U A A A I W A Local 248 West Allis, Wis.	Allis Chalmers Mfg. Co. West Allis, Wis.	Tractors, electrical equipment, snow jeeps
103	I U A A A I W A Local 469, Mlke. Wis.	Master Lock Co. Milwaukee, Wis.	Master locks for Navy.
104	I U A A A I W A Local 409 Milwaukee, Wis.	Mueller Furnace & Boiler Mfgrs. Milwaukee, Wis.	Heating equipment for Army.
105	U A W A Local 75 Milwaukee, Wis.	Seaman Body Plant Nash Kelvinater Milwaukee, Wisconsin	Aviation engine parts
106	U S A Local 1673 Milwaukee, Wis.	Wrought Washer Mfg. Co. Milwaukee, Wis.	Washers, tools, dies stampings for electric fixtures, etc.
107	U S A Local 1258 Milwaukee, Wis.	Geo. Meyer Mfg. Co. Milwaukee, Wis.	Bottle handlering equipment sterilizers, etc.
108	U S A Local 65 S. Chicago, Ill.	Carnegie Illinois Steel Corp., South Works Chicago, Ill.	Basic Steel - billets, blooms, slabs, plate, shape bars, rods, rails, angles, beams, channels.

I

EQUAL PAY

1. EQUAL PAY -

Union program
Attitude of union officials
Attitude of women members
Women kept on lower paid jobs
Training and opportunity for advancement
to more skilled jobs.

#10 Two women union members stated that there was no discrimination against the women in the in the Oakes plant. Where there are male and female classification the jobs are different. Women are on a few jobs not classified as male or female and on these they get the same rates as the men (furnace operators). They said that the women were very articulate in demanding what were entitled to and that the men in the union co-operated very well with them.
It seems, however, that the women have not demanded many of the jobs outside of female classifications and there has been enough of a shortage of labor to necessitate putting them on those jobs.
Mrs. Jalanowski, a union member, said that women were not interested in jobs that paid more than production jobs as the work was harder. Also many women come from the country and never worked before; so they feel that they make quite a lot.

Training and Upgrading: #10 IUAAAWA CIO ILLINOIS WLB Case
Company and union have agreed on a plan for upgrading. Shop committee submits names of workers desiring new jobs. Seniority and qualifications are the factors considered. There is no program for teaching women new skills.

Starting Rates: #10 I U A A W A C I O ILLINOIS W L B CASE

#10 In practice women are hired at .50 per hour and men at .60 - .72½. These starting rates are sometimes raised in a few days. Only a few men can be hired at .60.

Equal Pay:
#4 Mr. Dellman --When women perform the same job as men they definitely should have same pay
Mr. Strasen--He is for the equal pay policy.
(Eugene Dellman - Head Steward) (John C. Strasen - Business Agt.)

Equal Pay for Equal Work:
#65 The Union is striving for equal pay, but in too many cases it is not able to secure it.

Training and Upgrading Opportunities:
There is hardly any upgrading of women in this shop. No program.

Equal Pay for Equal Work:
#34 In first negotiations with company, when plant was organized, union agreed to wage differential in rates. No women were employed and Mr. Donica said that they did not pay much attention to this point. At the present time the union is putting up a fight to get equal pay principle established. The company position is that women should be paid less on production jobs than men as they bring production down. The union holds that the women do the same work as the men and the company's claim that production came down on the Ford muffler line is due to other reasons. (Union position given in detail in union's brief following WLB panel hearing.)

Equal Pay:
#34 "Women are replacing men, are doing the work, and should have the same pay as the men." Charles MacDonald. (Chairman , Foundry Unit. I.H.C.Unit)

Equal Pay:
#38 John Bartee, Int. Rep,, stated that when contract was first signed with company there were no women in the plant and that the representative for the union had not had so much experience so that the question of equal pay did not receive proper attention. Mr. Donica believes that the principles of equal pay should prevail. He says that in the present case pending before the WLB the company's contention that women do less work than men is not true--they have taken over men's jobs.

#35 Equal pay:
Mr. Collins thinks that women should get the same pay as men on same jobs. Jobs are being re-classified at the present time. There are union members on the committee.

#36 Equal pay for equal work:
Secured provision in agreement that if women go on men's jobs they get same rate of pay. Also jobs are now being re-classified and union will demand same rates for men and women on same jobs. Fox and Collins.

Training and upgrading opportunities:
Nothing reported along these lines. Women have had seniority of women's jobs in practice. Did not understand clearly what would happen after the war. Fox.
Contract provision--Article 6, Section 10--If there is an opening on a job in plant, other than common labor, or a new job started in plant, the Company shall notify the Shop Bargaining and Grievance Committee and post said jobs on bulletin boards, if possible, at least three days in advance. Employees shall have the opportunity of applying for the jobs--consideration will be given to seniority and capability.

#23 Miss Beryle Harmon, Steward, stated that the Company inaugurated a bonus system, based on extra production which is posted on bulletin boards. Union unable to question Company on production figures. Lead girls do not receive high rates, but she was pretty sure the men leaders receive more. All lead girls belong to the Union.

#71 Equal Pay: Matchay said that he thought there should be one seniority list and no separate jobs for women and that women should get equal pay when on same work as men.

Union is fighting for principle of equal pay for women.

#16 The attitude of the International Representative toward the advancement of women in shop is very good, and president concur in attitude toward elimination of discrimination which exists under present wage scale.

#57 Equal Pay for Equal Work:
Union demanded that women be paid same rates as men on all jobs.

Training and Upgrading Opportunities:
Not in shop long enough.

#7 Rates:
The President said that the piece rates and incentive rate on inspection have been overlooked by the company. That is the reason for the high earnings of some of the women. Also, the women are working faster, in fact they are more adaptable.

#23 She said women receive same rates if they qualify. Company has men teach women on machines. She tried to set up machines, but found it was too heavy work. Company has a minimum day rate of 56¢ an hour for women. She was making 72¢ an hour on piece work, then changed to another job and was reduced to 56¢, minimum day rate. Men are guaranteed day rate plus 15% bonus. She stated the girls fuss and fume among themselves, but will not go to a meeting and do something. Women have been working ten hours a day with eight hours on Saturday for over a year. A lot of Sunday work, too.

Miss Vleaminck, Sgt. At Arms

#23 Mr. Hughes, President, was very cooperative. Agent received a copy of contract from him. He stated that the Company has one set up man for 12 machines, one woman runs two machines. They earn around $60 a week and pay $20 or more per week to the set up man; his earnings run well over $100 a week. This procedure has been negotiated and agreed upon. He stated they have had many grievances over men resenting the women replacing men on the jobs.

#23 He stated women's pay rate is lower than men's on same job, because women do not equal the production. The polishing job is the only one where the rates are the same now in his Department. He stated that one has to be employed there six months before he can qualify for any bonus. Then there is a group production bonus. - Mr. Jensen - Fin. Secy.

#71 Equal Pay for Equal Work:
Erhman said union is trying to get job classification in which will eliminate job classification by sex.

Training and Upgrading Opportunities:
Matchey said that the union is working to get the jobs classified so that upgrading can be done. Now none done. Company hires new people and places on any job at any time and insists that this is their right.
Gallagher said little upgrading is done for men or women. Women just stay on same jobs.
(Clifford Matchey-Fin.Secy)(Mrs. Edna Gallagher - Member)

#71 Equal Pay:
Matchey - Thinks women should get the rate of job. Said that they had had a good deal of trouble with company in regard to equal pay for women.
Gallagher--Attitude of men OK. "They have fought for equal pay for women."
Erhman--Favors job classification by rate of job and not sex.
(Clifford Matchey - Fin. Secy.) (Mrs. Edna Gallagher - Member)
(Clarence Erhman - President)

#24 Mr. Clements, Vice President, stated that the union request was, from the beginning, for equal pay and that they did not want the restrictions on the employment of women but that the company refused the equal pay.

In the arbitration case, following reopening of negotiations ordered by the Board, the union agreed to the deduction from women's pay for rest periods.

#32 Equal Pay for Equal Work:
No problem. Women's jobs have been the lighter jobs and only a few in shop on the heavier jobs and that women can't do. If women could do men's jobs and were transferred to them, they would get the rate of the job.

Training and upgrading opportunities:
No program along this line. Women upgraded by seniority.

#62 Equal Pay: #62 IUAWA AFL Ken-Rad Tube & Lamp. Corp. Ky.
Mitchell and Worth felt that women should get the rate of the job. Equal pay clause is in contract and there are several grievances in on this at the present time.
(Mrs. Dorothy Mitchell - Member) (Mr. Herbert Worth - Committeeman)

#33 Equal Pay:
John Bartee (no report position) and Mr. Asman both stated that women get the same rate as men on the same jobs. Also stated that jobs should be rated by job and not as male and female.

2. The contract provides for restricting the employment of women to certain job classifications with lower rates of pay. In the Board's opinion the union is reported as protesting the company plan to establish new female classifications for jobs now performed by men. Management is reported to have maintained that the female classifications, before limited to relatively few departments, should be extended to other departments.

Training and Upgrading Opportunities: #55 EVANSVILLE METAL TRADES COUNCIL-AFL INDIANA

Mr. Birdsong said that women were in all job classifications--that they had been upgraded the same as the men. Other persons interviewed said this also.

Mrs. Peffley and Mrs. Decker, both said women upgrade, and have same change for bidding on posted jobs as the men, and the men accept the women on any of the jobs. Of course there are a few certain jobs too heavy for women, they say.

Mr. Martin spoke of an incident; there was a vacancy for a plater; a woman applied for it but a new man was hired. She put in a grievance and got the job with same rate as the men.

#63 I.A.M. A.F.L. Wisconsin

Betty Dressler: (Steward)
There are no women supervisors in her department. Men supervisors do set-up work and various kinds of heavy work which she thought would be too heavy for women.

Upgrading and Training #60 I.A.M. A.F.L. Illinois

There has been no acute shortage of labor so there has been no need to adapt the higher paid jobs to women. Women are being upgraded to inspection which may pay them $1.10 in time.

Mr. Nickerson, the International Representative, was cooperative. He and the Agent read over the contract but he was unable to secure another copy, of it. His attitude was that woman's place is not in any machine shop. There is other work that women can do, etc., etc. His term of office expired in January 1944.

The Chairman of the Grievance Committee had an entirely different attitude toward women. He said the women were doing a good job, and yet they were being hired at 5¢ less per hour than men laborers.

Upgrading and Trainings:
The union had a training course in new skills in the president's basement, during the early part of the war. Women, who were eligible, did not attend. According to the woman steward quoted above, some women don't care for the machine jobs, but prefer the cleaner kinds of work. Consequently they stay in the lower paid brackets. Every job has a learning period. The foreman recommends increases. If a woman feels she is entitled to an increase and foreman doesn't recommend it she may speak up. If it is not granted, the whole matter may go to the grievance procedure.

Louise Andritsch: (Steward)
Men are not keen about women being on men's jobs. One man told her, "Why don't you join the WAC'S or the WAVE'S rather than take a man's job." If women need any help in lifting or any assistance of any kind - her rate is lower. She feels, however, the union is working more and more to equalize the rates, and if any one is unjustly dismissed the Union fights for him.

#25 Mrs. Joliff also said that there had been women working on metal finishing and repair work but that when the rate was raised to $1.28 per hour the women were put off.

#66 Oswoski, Chief Steward. Women are gradually being brought up on their rates. Although at present women are paid 10 to 15 cents an hour less than the men on the same jobs. The only department women are not employed in is the tool and die.

#66 Ralph Oswoski, Chief Steward. He stated jobs are not listed male and female any more, altho certain jobs are still considered women's jobs.

#66 Mrs. Mueller. She was not so strong for Equal Pay--if women need help in lifting how can they expect equal pay, she said. (Mrs. Mueller-Steward)

#67 Watson, President. He stated the next step would be to raise rates for the women who perform men's jobs. He was very cooperative and interested in the bulletins on Equal Pay and Contract Provisions. Agent gave him extra copies for the Executive Board.

#70 Leonard Hackert, Pres.: Mr. Hackert said they insisted on equal pay when women were put on men's jobs unless the women had to have help with lifting, etc.

#60 L. E. Clark, Pres.
Women do the light, small repetitive work and women will always be employed because of the nature of the work. He said the Co. could not pay the same rate to women as to men. Company would go out of business. The women are given to understand that when they train for men's jobs and qualify, that after the war is over they must go back to the women's jobs with the female rate. He was most emphatic if women upgrade to men's jobs they very definitely receive men's rates. As he put it, "the union will not allow a descaling of men's rates."

60
#60 Equal Pay for Equal Work:
Union is not doing anything to increase women's interest.

Training and Upgrading Opportunities:
The union is not allowing any training or upgrading if men are available.
-Agent

Equal pay for equal work:

#31

Clarence Lyons, President of Local 226, and employee of Chevrolet (was not on committee then but is now) stated that the separate men's and women's classifications and rates are due to several things. Previously there had been trouble all the time over piece work, and rates so that the flat hourly rates were agreed upon and have in general worked out better. The Committee tried to get equal pay for the women but the G.M.C. is very hard to deal with and "in no Chevrolet plant that I know of have the women got equal pay."

Thora Cargal, member, said that the reason for the 82¢ rate for the women was that it was the women's rate when they were in the Trim Department only. She said that there had been numbers of complaints put in by the women asking for equal pay on various jobs, that about a hundred jobs women were on were about the same as men's jobs, that when the request was made for equal pay a committee did classify the jobs (she was on the committee) and that this was shown to UAW International Representative Shatterly (handles WLB cases) but that later Shatterly stated that it did not get in in time, and denied that he had seen it. (The Company refused to accept the classifications.) She said that she had argued at the meeting of the plant unit against accepting the 96¢ rate for the women but that the women had voted to accept. She said Shatterly told them at the meeting to accept.

Three women members and one shop steward all stated that few women attended the meetings and that many were quite willing to accept the 96¢. Also they said that the women felt that if they accepted 96¢ for all it would give an increase to those on some of the jobs that could not hope to get any increase if the jobs were classified. Also many felt that they had better take what they could get at the time than to wait longer.

Thora Cargal stated that she was put on a man's job recently and when she started to put in a complaint asking for the rate of the job (man had run job at man's rate of $1.09) the foreman took her off of the job and put a man back on. (Mentioned elsewhere Margaret Hargis, member, stated that her job was harder than many men's jobs. (She is on drill press.)

Fannie Young, member, said that "it looks like they put women on hard jobs and men on easy ones."

Thora Cargal, now has taken up a new complaint which has got past the Superintendent asking for $1.09 on the job she is now on.

Training and Upgrading Opportunities:

Women are upgraded only on women's jobs and according to seniority. None of women interviewed felt that the previous Committee had tried to do much for the women. There are men's jobs that women could do as they are easier than many women's jobs.

#28 "Under the present war-time conditions with a man-power shortage, women shall have the right to bid on men's jobs... hold such jobs wherever and as long as a man-power shortage exists. Under the above conditions women shall receive pay equal to that of men. In case of a layoff, it is understood that a manpower shortage no longer exists and women shall be laid off first and shall not have the right to bump any male operator, but must exercise their seniority rights to bump back into a female classification." underscoring not in Contract.)

Mr. Hayes is the new President of the Local, just taking office. He did not participate in the negotiations on the new contract which have just been completed. He stated that the new contract would not be changed very much. A 10¢ per hour increase is being asked. The Supplementary Agreement providing for women's bidding on men's jobs during the manpower shortage is also in the new contract.

Equal Pay:

#2 Mr. Hart thinks that women should get the same rate of pay as men if they do same work. John Bartee (Int.Rep.) thinks that there should be rate for the job and whoever does the job should get that rate.

#19 Company tried to set a lower starting rate for women than that received by men but the union stopped that. Also company has tried to get limitations on women's seniority, especially as pertinent to post war jobs, but union is opposing that too.

#30 Fred Gardner, International Representative of U. E.,has his office in Fort Wayne,Ind. He attends all the local meetings so far. He negotiated the new contract which was signed first week in March, 1944. Mr. Gardner's attitude was very good toward women and equal pay.

#55 EVANSVILLE METAL TRADES COUNCIL AFL - INDIANA

Union Program for Increasing Women's Participation in Union Activities:

#55 Equal Pay for Equal Work:
Mr. Birdsong said that they had negotiated for rates for job and the women get the same rate as men for the job.
Mr. Waters said he had insisted on no separate set up for women though his International Union had wanted this.
Other Persons interviewed all said that the rates were the same for men and women.

#34 Equal Pay for Equal Work:
Case on equal starting rate for women taken to WLB by men--women had not complained.

Training and upgrading opportunities:
Women are replacing men and are upgraded according to seniority. They get the rate of the job. 6 women are on hot metal cranes. Company places women on jobs--union takes up cases if complaint is made.

Job and Rate Sheet:
#16 International Representative pointed out on job sheet the numbers of jobs where women performed the same work as men and received less pay. On inspection jobs women get 50-65¢ and men get 70-90¢ for the same work. Top rate, for men in that line is $1.25, while for women it is 65¢. In tool room women get 80¢ an hour whereas men are paid $1.45

Starting rates are higher for men because, it is reported, it is hard to hire men for less.

Upgrading:
Union is limited in what it can do in the way of training and adaption until the contract is signed. Therefore there is now no program for this.

#57 IAWA AFL INDIANA

#57 Equal Pay:
Mr. Huck said that all men on Bargaining Committee agreed that they should hold to the same pay for women as for men on all jobs.
(Alfred Huck - President)

#37 Equal Pay:
Officers take this for granted. Jobs are rated and whoever does them gets the rate for the job.

#21 Mr. Sagi, President, and Mr. Schwertman, Financial Secretary, both said the union would definitely ask for equal pay rates for the women. They expect it will become a dispute and present it to the W.L.B.

#37 Equal pay for Equal work:
Equal pay is in effect in plant. Union secured equal pay by negotiation.

Training and Upgrading Opportunities:
It is policy to upgrade women. No special training which union is responsible for. This is done in plant. Union sent woman to N. Y. Conference called by International Union at which this question was discussed.

#6 She stated that inexperienced women begin at 65¢ hour, men receive 75¢ (but not on same kind of work.) Janitors begin at 78¢ hour. Generally speaking very few women upgrade to men's jobs. Men couldn't do the type of work women do. No comparison of women's work and men's work, she said. Further stated because of transferring women from one dept. to another during the war, seniority is plant wide; after the war it will revert to department. (Martha Taylor - Grievance Committee.)

Dorothy Ebersole:
Few women actually do men's work. They pick out girls who are strong and capable for training. All light jobs are done by women. She works on small pieces in the machine shop. Men work on larger and heavier pieces. She said she could not do the work the men are doing in her department. A girl friend of hers worked there seven years; she has been training and upgrading for two years to become a machine operator.
(Miss Dorothy Ebersole - Ex. Bd.)

#7 The union has many problems in this Eagle Signal plant because the company is antagonistic. The union has not been able to secure a very good contract;(the present one does not provide for equal starting rate for men and women, for maternity leave, etc.) These statements are from the president of the local.

#3 The union and the company and the Ordnance Representative have signed form 10 in a voluntary agreement on wages. They propose a 70¢ hiring rate for both men and women.

#8 UERMWA CIO ILLINOIS

#6 Training and Upgrading:
It is not necessary to adapt the jobs to women as women can perform them now. The union has been pressing the company to upgrade women but has so far been unsuccessful. What training,is given by the foreman on the job.

#3 Training and Upgrading:
Union has no program for this as it is thought unnecessart. Women can do most of the jobs in the plant now, and not much training is needed for them. Women are even on three jobs listed as male in the contract.

#40 Equal Pay for Equal Work:
Mr. Payne mentioned one grievance which had been handled successfully which involved equal pay. Agnes Schenck and Mrs. Lynn said that women got equal pay.
(Agnes Schenk - Financial Secretary) (James Payne-Field Organiser.)

Training and Upgrading Opportunities:
Mr. Payne said women were upgraded same as men by automatic increases but that union had had to press for upgrading women to jobs as machine adjusters.
(James Payne - Field Organizer)

#48 Men have fought the idea of women being employed on men's jobs. Only within the last year women have been put on men's jobs. Some of the men feel women are not entitled to men's rates. She knows the unequal pay situation is the cause of a lot of trouble, and it would be a wonderful thing if the Union could eliminate it. -Mrs. Counts

#48 Mrs. White says the gloves the company furnishes are more "Holey" than "Godly". Women burn their hands because of the ragged gloves. The Company has a big labor turnover among women, she feels it is because of the lower hour rates for women in comparisom to the kind of work men do, and their higher rate of pay. She said men admit, women work harder than they do, and yet receive lower hour rates.
Mrs. Saferight stated that upgrading depends a good deal on ability to learn and dependability.
Neither men nor women upgrade if they have a high absentee record. Women are rather new in union thinking and are inclined to be pacified with little favors from the foreman rather than something worth while for all. In her department jobs are posted. Any one in the department can bid for them, seniority and qualification govern.

#48 Mrs. Saferight stated that women begin at lower hourly rate but generally on different work than men; men have, however, begun on same kind of job. Women are upgraded, but the majority work on lower hourly rate jobs longer than men do.
Mrs. Wiseman said many men's jobs are too heavy for women, but there are men's jobs women could do, but the women are very definitely on lower paid jobs longer than men.
Miss McNeeley stated that certain units in plant are made up of all women. Women hire in for that unit; they progress to the highest hour rate for women and usually stay there.

#48 Equal Pay for Equal Work:
When women quality on men's jobs they receive the men's rate. Women who are hired to replace men must serve 14 day trial period at 55¢ per hour (men's hiring rate is 65¢). If they qualify after the 14 days they receive 65¢ an hour.

Training and Upgrading Opportunities:
Generally speaking the women do not upgrade if men are available.

#48 Equal Pay:
Mr. Smith stated it is no more than fair that women have equal pay for quantity and quality of work.
Mr. Greene is for equal pay if women don't need assistance. If helper is necessary he thinks a differential is fair.

#48 Mrs. Wiseman stated that men begin at higher hourly rate and continue progress in the higher hourly rate bracket. Women do not progress to the higher paid jobs if men are available. She feels the union could help in that respect.

#40 Equal Pay:
No question as to attitude of men officers as they succeeded in getting the women upgraded to jobs as machine adjusters on draw presses and also in getting equal starting rate for women in labor grade.

Equal Pay for Equal Work:
Women get rates for job same as men. All persons interviewed stated this.

#43 Training and Upgrading Opportunities:
Upgrading done on merit, ability and seniority. Mrs. Ragsdale said that she had heard of no complaints from women in this connection.
Mrs. Pearl Patton also said that she did not know of any complaints that women were not upgraded.
Mr. Sparrow said that there were more jobs that women could do if there had been enough of a labor shortage to make it necessary to put women on them. (No women were in gage and none were machine adjusters.)

(Kermit Sparrow-Pres.)(Mrs. Pearl Patton -

Equal pay for equal work.
Establishes rates for jobs and women get those rates asme as men.

#39 Training and upgrading opportunities:
Have automatic progression on all jobs from starting to top rates. Same for men and women.

Equal Pay:
State that jobs should be rated as jobs and whoever does the job gets the rates of pay
#39 for job. Has been no problem of unequal pay.

#65 He is for the equal pay policy, but it does not always work out in practice. The employer is not willing to give same rate to women when they need help in their work and generally speaking women need a lot more supervision, because of lack of experience and the employers definitely insist on a lower rate to allow for that so called extra cost. He stated women are becoming more experienced every day and eventually that situation may be overcome. Some employers, of course, are not keen about employing women and look upon them as "a pain in the neck" because of absenteeism.

(John C. Strasen - Business Agent)

His attitude toward
#65 women was pretty good and he said the union is trying to raise the women's rate. Women have always worked at the plant because there is a lot of fine, small assembly work that men cannot do. Only one or two doing men's work, but they don't receive the men's rate.

(Eugene Dellman - Head Steward)

Miss Bleich:
The men do the set up and the women simply operate the machine. Some of the jobs women learn in half an hour.

(Miss Dorothy Bleich - Steward)

#66 I A M A F L - WISCONSIN

Equal Pay:
Mr. Roob was for equal pay in principle (agent thinks not in practice, tho.)
Mr. Osowski said if women need no assistance on a job, then they should have equal pay. If she needs help an allowance should be made.

Clarence Krebs: (Clarence Krebs - Head Steward) #64 I.A.M.-AFL-Wisconsin

#64 He was very cooperative and gave agent most of the data for the schedule. The women do not receive equal pay he stated, but the union is working toward it.

#64 Equal Pay:
Mr. Krebs--Women have not received equal pay in this shop. He was not any too keen about equal pay for women.

#44 Equal Pay for Equal Work:
Has established same base rates for men and women on all jobs but starting rate and automatic progression is lower for women--Jelf and Cornell.
Miss Cornell feels that union could get extra bonus for women as well as men who work on female jobs on third shift. (This provision was made when women worked only on Shifts 1 and 2 and men had to do those jobs on third.)
Miss McGuirk reported that rate had been cut on scrap (sortings and separating fabric from rubber) when women went on this work which was formerly done by men. In new job most women start in on as new inexperienced employees. She said the union did not prevent this. (Julia McGuirk - Trustee) (Irma Jean Cornell-Shop Steward)

#44 Mr. Jelf said that the majority of women were on base rates around $1.06 and majority of men around $1.56. He said that much of the work was too heavy for women.
Miss Cornell said that the reason the men were on higher rates was because of the jobs being too heavy for women. Now women are in the mill room but they are in most departments in plant. They are on about 25% more men's jobs than before the war.
All persons interviewed said that most of women on men's jobs were doing work too hard for them. Julia McGuirk thought that changes could be made in the jobs so that they could be handled more easily.
All persons interviewed thought that the division of jobs by sex was on a basis of ability to do the job. The men's jobs are too hard and heavy for the women.

(W. Jelf - President) (Miss Julia McGuirk - Trustee)

(Miss Irma Jean Cornell - Shop Steward)

#63 Miss Asmann said in the past the program for women was none too good. The men always received higher increases than the wo men. Since the war, however, things have changed somewhat and the women fare better.

Miss Dressler said the women accept the lower rate schedule program because women do lighter work. Women are not put on heavy work.

Miss Harder stated that in her department, inspection, men and women do the same kind of work. She claims women turn out just as much work as the men, but are paid from 6¢ to 10¢ an hour less.

#71 Women interviewed said that majority of women are on women's jobs which are lower paying. Women only put on men's jobs if can't hire men.
Mr. Hackert said that the only place where women had done identical jobs with men was in the old packing department and they had secured the rate of the jobs for the women while they were working there. In inspection the men had been making 65¢ to 70¢, the majority 65¢, so they gave the women 65¢ as the 70¢ rate for men was for those who had been there longer.
Mr. Strachoda said that the women did not get the merit increases as the men did. Only one woman had received a merit increase.

(Mr. Leonard Hackert - President) (Mr. Roger M. Strachoda - Fin. Secy.)

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64 #68 UAWA - AFL Wisconsin

Equal Pay:

Guthmueller stated that when they negotiated 1943 contract and set up job classifications he took such a strong stand for equal pay that the local "went along" with him on it. He said that in the job classifications (pending before WLB with 1943 contract) the "women's jobs were eliminated and the jobs were set up with 10 grades. (Agent thinks women may be held in lower grades since union committee does not push their cases.)

#47 Equal Pay for Equal Work:
The union has asked for an arbitrator to arbitrate women's jobs (formerly men's jobs.) Company refused. A representative from the local was sent to the recent meeting of the Executive Board of the International to see what could be done about the unequal pay for women. Now the officers feel the unequal pay is in violation of the master contract.

Training and upgrading opportunities:
Formerly very few women were trained for men's jobs. At present hundreds are upgraded to men's jobs, but with the women's hourly rate of pay.

1. Chairman of Bargaining Committee: Did not like the present agreement on unequal pay and felt that when a woman can handle a man's job she is entitled to the man's rate. In many cases women receive the rate of 96¢ p.hr. (the highest women's rate) and men may receive $1.06-$1.16 depending on the job. A rather unfair situation #47 he said.

2. President: Feels the injustice of the unequal pay. When the question came up at the local meeting whether or not to accept the 10¢ p.hr. increase, or the equal pay, he spoke against the 10¢ increase. Thought a lot more women would be put on men's jobs if the unequal pay would prevail and that is exactly what happened.

3. Woman Exec. Board Member: First woman welder in the plant. She feels men do less work in her department than the women. They unload the guns after the women weld them. It is a hot job but not as hard as welding and they take it pretty easy. The women welders were the only women on men's jobs prior to the 10¢ increase for all women. At the meeting she spoke for equal pay.

Equal Pay for Equal Work:
Mr. Crouse said that the union had maintained rate of job for women on men's jobs. Women's jobs were so classified when women first went into plant and rate of jobs #45 was not allowed to be lowered. Purpose of men, however, seems to have been to protect the rate because they expect to be back on these jobs and not because they were so interested in women having equal pay. Flo Hawes said that men in shop would say "You will be sorry you have got the equal pay." You get same pay so you must do the job." All men and women interviewed thought the women were doing work that was too heavy. They also thought that re-engineering could be done but that the company probably would not do it. Mr. Wilson said that they get a 10¢ increase for the women and a 5¢ increase for the men.
(Bob Wilson) (Robt. Crouse - President) (Flo Hawes - Member)
Chmn.Bargaining Comm.)

Equal Pay:
Mr. Crouse said that he thought women should get the same pay as the men for the same work done. He said that when the company began to put women on men's jobs in 1943 the #45 union demanded equal pay by rate of job and secured this agreement from company. Bob Wilson said that they had not allowed the rate of the job to be cut when the women first came into the plant and the classification of certain women's jobs was done. Agent thinks men interested only in keeping rate of jobs up to protect themselves.

#44 URWA CIO INDIANA

#44 Equal Pay:
Mr. Jelf thought that there should be a rate for the job and that women should get the same rate as the men.
Mr. Ferguson thought that women should be paid the same rate as men when they went on the men's jobs as the company would hire more women if the rates were lower and the men would be out. (W. Jelf - President) (C.M. Ferguson - Ex.Bd.Member)

Mr. Berkebile stated that he did not like the present agreement on unequal pay and feels that when women can handle a man's job she is entitled to the men's hour rate. In many instances women do exactly the same kind of job; women receive the highest women's rate of 96¢ per hour. Men may receive $1.06-$1.12-$1.16 per hour depending on job. A rather unfair situation he said.

#48

Jesse Payne feels the injustice of the unequal pay. When the question came up at the local meeting whether to accept 10¢ per hour increase for women or the equal pay he spoke against the 10¢ hour increase for women and for equal pay. He felt that a lot more women would be put on men's jobs if the unequal pay would prevail, and that is exactly what happened.

Fern Adkins stated she was the first woman welder in the plant. She feels men do less work than the women in her department. They unload the guns, after the women weld them. It is a hot job, but not near as hard as welding and they take it pretty easy. "It burns me up" she said they get $1.16 per hour and the women welders 96¢ per hour. The women welders were the only women on men's jobs, prior to the 10¢ hour increase for all women. At the meeting she spoke in favor of equal pay. After the local took action in favor of the 10¢ hour increase for all women the Company began putting more and more women on men's jobs at women's rates.

#24

Thomas Dixon, Vice President, said the men were for Mrs. Davis 99% and the women 100%. He stated that she can do practically any job in the plant. He believed in equal pay, but had an idea that the women would go back to the kitchens after the war, and that the Company would rather hire men if they can get them.

#26

Mrs. Jennie Cook and Mrs. Bailey (committee members) said they get along very well with the men but not so well at first.

#25

The women interviewed all stated that the man had opposed the women but that the women had worked together in fighting for equal seniority and equal pay. They began to fight when 7 women were laid off and men with less seniority kept on. The Committee, pushed by the women, had then negotiated an agreement giving them equal pay and equal seniority. The equal seniority is on a permanent basis and not just for the duration.

Equal Pay:

#31

President felt that other problems in the Local had overshadowed the women's problems in the past. (Agent feels that he and the Chairman of the Bargaining Committee have just begun to realize the importance of straightening out questions of equal pay and seniority of women. These matters were discussed at some length.)

#46

Equal Pay:
L. O. Fisher said he had been against accepting the increase for the women and for holding out for equal pay.
Wood and Fisher said that jobs were classified as M. and F. when they organized and at time a general wage increase was gained but no reclassification of jobs. Then when the company had to put women on men's jobs in 1943 the union asked for equal pay. The company refused and agreement was reached for increases for all the women. (If equal pay had been agreed on men's jobs still about 2800 to 3000 women would have got no increase.) Then the company began to put thousands of women on men's jobs and the men, seeing that the rates of jobs were cut while they were being transferred to harder work, saw their mistake. Mr. Fisher said that, also International Union representatives has favored this agrement and sold it to the local. He said that they had misinterpreted the Buick case as they had said that the difference remained after the WLB case but when they saw the order it was not true.

(Bernie Wood - President)
(L. O. Fisher - Rec. Secy.)

Training and Upgrading Opportunities:
Mr. Ragsdale said that they had not had to take up any complaints for women for not being upgraded. Women interviewed did not complain of this but did not report that women were upgraded to better paying jobs.
#47

#42 UAWA CIO INDIANA

Training and Upgrading Opportunities:
Neither men nor women are promoted from lower to top rates of brackets. Mr. Scales said that the union was fighting this case and it is an issue before the WLB now. Company uses job evulation plan to classify workers and refuses to let union see plan. Loretta Durham, a milling machine operator in the machine shop, reported that her foreman told her that if she learned to do her own set up she could be put in grade 6 instead of 8 but that when she did learn he told her that she couldn't as only men were put in grade 8. (Donald Scales -President)(Loretta Durham-Rec.Secy.)

#65 Mr. Dellman said women do the easier work. Many jobs are not suited for women. Women progress to the highest women's rate and stay there.
Miss Cichucki said women are always on lower paid jobs. She did not know of any one who had a man's rate.
Miss Turdo said she knew of one woman running the milling machine, but she does not receive a man's rate.
(Eugene Dellman - Head Steward)(Florence Cichucki - Steward) (Turdo -Steward)

#49 Mr. Shanta stated that women begin at lower rate and majprity of women do not upgrade. Also many jobs are not suitable for women.
Miss Panozza said that women in general are on the lower paid jobs and that upgrading depends on seniority and qualification so that naturally the majority of women are kept on lower paid jobs longer than men.
Mrs. Alexis - Women upgrade to the highest women's rate and usually stay at that rate.
(Mrs. Martha Alexis - Steward) (Ann Panozza-Steward) (George Shanta-Pres.)

Training and Upgrading Opportunities:
#69 Thom said women are not put on men's jobs by seniority but new girls are hired from outside. However, the women have not requested this and many prefer to remain on women's jobs. (Fin. Secy).
(Skibba said no upgrading done, (Woman)

Training and Upgrading Opportunities:
#45- No upgrading of women to men's jobs until 1943. Women's jobs all carried same hourly rate. Now women can bid on all men's jobs as vacancies occur and they are posted in plant. If no woman bid then company hires new workers from outside. Mr. Crouse. Wilson said that when the present contract was negotiated they were able to eliminate the A, B, & C grades within the job classifications which helped the women as most of them had been kept on C grade. To get rid of this plan they had agreed to the present wage payment plan. (pp.16-18 of Contract) (Bob Wilson-Chmn. Bargaining Comm.)
(Robert Crouse - President)

#44 Training and Upgrading Opportunities: #44 URWA CIO INDIANA
Very little training and upgrading done, men or women.
Women are on most jobs they can do. Men's jobs are too heavy for woemn.
Women have already been put on some jobs that are really too heavy for them. No changes have been made in jobs as women are put on them. Cornell
Other persons interviewed said no upgrading could be done. Most jobs rated about the same and additional men's jobs for women which might pay more are too heavy for women.
She feels the women have an inferiority complex and think that the men can do things much better, both in the plant and in the union. She thinks very differently and feels she can do what men have accomplished; has proven it by being in Grade 2 bracket with the highest rate plus bonus. Women are being upgraded; if #38 ambitious they can work up to Grade 2 with bonus sometimes 28%. Dorothy Davis, Member Labor Manag. Com.

#59 Grace Irvine stated that most of the work is on same level and there are not so many jobs for upgrading.
Lillian Foster said now that women have equal pay women interchange jobs with men, and are sent all over the plant.
Clyde Pruitt stated seniority prevails in upgrading. (Clyde Pruitt - President)

(Lillian Foster - Rec.Secy.)
(Gradis Irvine - Examines new applicants

Ruby Fetzer - Steward #68 I.A.M. AFL Indiana
She worked at the plant for 2 years. Said no women have worked up to Grade 1, a few in Grade 2, the higher hour rate brackets. A large majority are in
#59 Grade 6 - providing a maximum rate of 97¢ p.h.
Grade 7 - 90¢
Grade 8 - 84¢
However, all employees can progress as provided in contract, page 13, paragraph G.H.

#56 Mrs. Ditterline said that her rate of pay is 62½¢ per hour and that of the man on the 2nd shift on the same machine doing the same work is 72½¢.
Other women said that many or most of jobs were heavy and women could not perform them.
Mr. Edwards said that the top rate women are receiving is 69¢ and average is 66¢.

Training and Upgrading Opportunities: (Mrs. Ditterline - Member)Mrs. LeMaire - member)
Mr. Edwards said that he had no criticism of the company in this matter. Mrs. LeMaire said that the men took the best jobs for themselves. She said the men said they would not work on the machine she is on. It is old and hard to operate.
Mrs. Ditterline said her work had been praised but that when a new machine had been brought in it was given to a man who had less seniority than she did. She has asked for an increase in her rate but had always been refused on grounds that she was out too much. (She has been out sick twice and stays out a half day now and then to go to bank and do business. She works 9 hours a day and for six days a week. The shop operates 7 days a week but she refuses to work on Sundays as she is not able to do it and keep house.)

#69 I.A.M.-AFL-Indiana

Phyllis Powers expressed the opinion that some jobs are not suitable for women. Women have been tried on them and were unable to handle it. Some men, too, are not suited for certain heavy jobs. (Mrs. Phyllis Power-Safety Comm.,Chmn. Entertainment)
#59

Lillian Foster was a very fine and understanding woman. At 14 (she lied about her age) she worked in a machine shop and had a "yen" for machines. She eagerly watched the operators work. One day a lathe operator was absent and the foreman asked her if she would try it. She said yes and that was her entry into the trade. She has taken an Army test and Navy test and has her certificate as an acetylene welder with a man's hourly rate. (Mrs. Lillian Foster - Rec. Secy.)

#102 Mrs. Denny said that in the electrical departments (old women's departments) the men had held that the women could not perform the work on the men's jobs. However, the women have gone on a number of these jobs (forming coils, stock chasers, etc.) and prove that they can do them. The men would make remarks about the women "thinking they could do" these jobs as they passed by.
(Mrs. Fina Denny - Committeeman)

#59 #59 I.A.M. -AFL Indiana
Equal Pay: (Clyde Pruitt - President) (Mrs. Phyllis Power-Safety Comm.Chmn.Entertainment
Clyde Pruitt accepts the equal pay program. Mrs.Power, Irvine, Foster said the women after several years in the plant began agitating for wqual pay and same entrance rate. The men were not for it particularly, but the women won.

#59
Equal Pay: (Mr. Clyde Pruitt - President
Mr. Pruitt favors equal pay. Women won equal pay in 1943, prior to that the men were not so favorable toward it.

Equal Pay:
#56 Mr. Hancock said that he had fought for equal pay (starting rate and automatic progression) for two years Bus. Rep. but at time last agreement was signed they had not been able to get it. He said that this company was particularly nasty to deal with. He said the case before the WLB now involved equal pay for women. Women interviewed did not know that this was being asked for. Mr. Edwards said that he insisted on the same rates on the jobs to prevent the company from using women to break down wage scale. However, he said, they did not get the merit increases as fast as the men. Edwards - Grievance Com. Chmn.

#58
Equal Pay:
The above were for equal pay for women as a matter of fairness and protecting men's rates.
- Bus. Rep's. + Pres.

#60 W L B Case I B E W A F L INDIANA

Equal Pay:
#60-1
Mr. Gauler is for equal pay when women do men's work.
Mr. Clark said when women acquite the skill and are able to perform work formerly done by men they should absolutely have equal pay.
(Fred Gauler - Fin. Secy.) (Louis E. Clark - President)

#64
Equal Pay for Equal Work:
Women do not have equal pay. Union claims they are working toward it.

Training and Upgrading Opportunities:
Small shop. No union training program.
- Fin. Sec., Chief Stew., + Barg. Com. Member

#68
Equal Pay for Equal Work:
Sally Orkowski (Rec. Sec. did not know that Union had done anything much. Guthmueller reported the reclassification of jobs, eliminating the female classifications (this pending before WLB) (Women's jobs pay less but women do not demand right to bid on men's jobs - Wangren.)

#68 UAWA AFL WISCONSIN

Training and Upgrading Opportunities:
No special training for upgrading women. Union Committee does not demand that women be allowed to bid on men's jobs by seniority. She says the foreman selects some of the girls from women's jobs--Just as he chooses--not by seniority. She, herself, did not know whether she would lose her seniority if she transferred to a man's job.
Wangren--"The men get merit raises faster than the women."
W-Steward

#64
A few women work on men's short run jobs. (She is one of them.) These jobs are only for 1, 2, 3, days. No woman works steadily on any man's job. They receive the women's rate on those jobs, whereas if they are short handed on women's jobs and men are put on them, they receive their rate not the lower women's rate. At present she is working on cast iron at 65¢ an hour, her highest rate -- whereas inexperienced men begin at 70¢. Angela Macak Steward

#6 Mrs. Harris stated that she worked at plant 16 years, and that no women are put on men's job if men are available. She feels women could do most of the men's jobs, altho they are harder and heavier. The union program generally speaking, is to keep women on women's work with women's rates and the men keep their jobs with the higher rates. She feels the men are very unfair to the women.
(Mrs. Gertrude Harris - Former Rec.Secy.)

#107 Equal Pay for Equal Work:
Martin said union had agreed to transfer of men from main plant to shot plant(when this work began) with their same rates guaranteed. Then flat rate was set for women (72¢)due to fact that women refused to do jobs they disliked.
Sarsky said that women on machine jobs in Main Plant were doing work formerly performed by men.
Olson said she had gone on set up job to replace a man who had made 87¢ and the foreman wants to give her only 80¢ although there is no difference in the work. Union steward, Mrs. Sarsky, is taking the case and asking equal pay. She said the women seemed satisfied with the 72¢ rate on the other jobs.
Hart did not indicate that Committee had thought much about this question. Just beginning negotiations on new contract and expect to ask that wage question be left open pending decision of WLB on steel case.
(Kate Olson,Member)(P.J.Martin-Fin.Secy.)

Training and Upgrading Opportunitues:
Martin said no program of training or upgrading men or women. Company prefers to keep women on one job.

#54 Although so few women are now working in this plant there are quite a few men subject to the fraft now and women will be used to replace men drafted.

#26 George Stahl, Internat'l Representative, had a very good attitude, stated there were things in the agreement that will be rectified.

#36 Training and Upgrading Opportunities:
Promotions all depend upon seniority. Women have always had seniority on women's jobs. Just now they are being transferred to men's jobs and bid for these as they are posted by company. Emma Dalby (Member).

#105 Mrs. Gigl said that women could perform many of the jobs men were on but that the older women would object to younger women going on the men's higher paying jobs. She said that the women have not asked for the men's jobs for this reason. Mr. Steffes said that there were many older men in the plant not subject to the draft and there had not been so much of a labor shortage,so that there had not been a need to put women on the machines.

#52 Men are on maintenance and supervisory jobs, and are machinists. Women are on production jobs (except for 3 jobs). Women have replaced men and receive the same rate of the job as the men had previously.

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52 This Tantalum Defense plant is new and government owned. The production jobs were set for women. Men's jobs are in grades 1-10 and a special classification was made for woman, grades 22, 23, 24. If the women perform work on jobs in grades 1-10 they get the rate of those jobs but only 3 women are on such work.

#60 Very few women upgrade to men's jobs. Officers said no women are upgraded if men are available. Only one woman upgraded to the highest paid men's job namely $1.44 hr. She served 4 years apprenticeship.
Martha Taylor, Naomi Wagner, Dorothy Ebersole, stated very few women upgrade to men's jobs. They all said that the women who do train for men's jobs go back to the women's jobs and receive the female rate when the war is over. The women are told they must go back to women's work before they begin training. Clark and Gauler both stated that women upgtade if men are not available.
(Martha Taylor- Grievance Comm.) (Dorothy Ebersole - Ex.Bd.) (Naomi Wagner Ex. Bd.)

Mr. Crouse said that the men resented women coming in at first but that now they did not. This was reason women were kept on women's jobs which paid less then men's. Women interviewed said women were not now kept on lower paid jobs if they wanted
#45 to bid for men's jobs.
Wilson and Gillespie stated that the women, when put on men's jobs, are on trial for a period of 10 to 20 days and the men do not have this trial period. The women get 76¢ for the trial period but if they make good they get the rate of the job, retroactive to date they go on the job.

(Bob Wilson - Chmn. Bargaining Comm.) (Robt. Crouse - President) (T.L.Gillespie-Fin.Sec.

#53 There is now a 60-day probation period and after that men and women are classified and receive the rate of the job on which they are At present the women do not go beyond the job of precision work, which is not the highest paid.

Upgrading:

The Union is working for and encourages upgrading of all employees.

want to go on men's jobs but instead of filling jobs by seniority the company hired new girls and the committee did nothing about this. However, for the most part,
#68 women preferred to remain on women's jobs. This may be due to the fact that they do not understand that they would retain their seniority if they transfer.
Miss Wangren - Union officers argue for equal pay for women.
Mr. Guthmueller spoke for it so many times at union meetings.
(Alleh Guthmueller - President) (Sally Orkowski*- Rec. Secy.)
(Miss Wangren - Steward)

#63 Miss Dressler said majority of women are on women's jobs with women's rates. They progress up to the highest rate and stay there.
Mr. Schroedter said many of the jobs are not suited for women. Entirely too heavy for a woman. Women begin at lower rates and are lower all thru progression period;
Miss Tress stated that majority of women do not upgrade. Very few have men's rates in proportion to the women employed.
Miss Andritsch stated very definitely women and the majority are on lower paid jobs. In many instances there is sex prejudice.

(Miss Betty Dressler - Steward) (Ed. Schroedter - President) (Miss Marie Tress-Member)

#64 Angelina Macak - Women do not upgrade to men's rates. They are always at the lower level. There is prejudice against women taking men's jobs, not openly but "actions speak louder than wprds."
Clarence Krebs--Women promote to the highest women's rate and stay there. Some jobs are not suited for women, and women don't have the long machine shop experience.
(Clarence Krebs - Head Steward)
(Angelina Macak - Steward & Bargaining Comm.)

(Mr. Peter G. Noll - Regional Dir.)

Equal Pay for Equal Work: (Mrs. Fi[illegible] Mitchell -V.Pres.) (Ethel Reed - Member)
#62 Not such an important question as relatively few women have gone on jobs formerly performed by men. Mr. Mitchell and Ethel Reed reported some grievances filed for equal pay. Reed's own case has been sent to WLB. Mr. Noll said that he had requested committeeman to look for jobs performed by women which formerly were men's and see that they got equal pay.

Training and Upgrading Opportunities:
Women trained on the job for work in any one department and remain there. No upgrading. Men's jobs pay better and in some cases women might bid for them as contract provides same seniority for men and women according to Mitchell and Ford. (Helen R.Ford-Fin.Secy.)

#65 She began work at 22¢ an hour four years ago. She was young, alert and very cooperative, but had a decidedly man's point of view.Stated men were entitled to more money than women, they were the potential heads of families, etc. In her Department there are two young men, they balance all women. They do exactly the same work and amount is the same, yet those two young men have a higher rate. The women are not satisfied and do considerable kicking about it, but she feels that is as it should be. That work (assembly) had formerly been done by all men, with a higher rate. Gradually women were hired at a lower rate and now it has become a woman's job with a woman's rate.
- Julia Hart - Acting Steward

#63 If women do all the work on any given job women are paid the same; but generally women are paid less and they don't like it. She feels the men are jealous of the women and they do not want them on men's jobs. Women thru the piece work, also on incentive rate, make more money than the men. There are instances where the men "get ugly about it" and say "Well, after the war is over you women won't be here."
- Anna Asmann- Steward

(Ray A. Bailey - Chief Bus. Agt.)

Equal Pay for Equal Work:
Mr. Bailey said where women do a man's job without a man's assistance the woman receives the man's rate.
#63

Training and Upgrading Opportunities:
Mr. Schroedter said seniority and qualification governs. (Schroedter, Ed. - President)

#63 Equal Pay:
Mr. Bailey--When women are put on men's jobs and perform them without assistance, equal pay should prevail. If however, she needs help she can't expect equal pay.
Mr. Luedke and Mr. Schroedter seem to feel women need more supervision because of lack of experience and therefore allowances are made. But when women can do everything on the job they are definitely entitled to equal pay. Equal pay has been the bone of contention since women were put on men's jobs.
(R.Bailey,Chief Bus.Agt.) (Ed. Schroedter - President) (Herman Luedke - Fin. Secy.)

#28 They do not complain about the rates on men's jobs being higher than those on women's jobs. Rose Lavrich and Gretta Smith (the former a member of the Legislative Committee and the latter holding the office of Guide) thought the men's jobs were harder and for this reason were correctly rated higher. They thought women were, for the most part, satisfied on the women's jobs although Rose remarked that she would be interested in working on some of the men's machines.
* Women interviewed

#48 Isabel Abrams stated that Mr. Firpo Shetterly, International Representative of the UAW, urged the women to accept the 10¢ hour increase, as against the equal pay. It seems he sold them on the idea of the 10¢ hour increase for all women as against increase for those women who took over men's jobs, or equal pay for equal work. She said discussion at the meeting lasted over five hours. She felt the vote should have been taken by the women only; that the men were in the majority at the meeting.

Training and Upgrading Opportunities:
4 Executive Board members interviewed together)
Women's jobs classed as unskilled and pay about the same rates. Some jobs open to both men and women, and women have been put on these, which were formerly men's jobs, #46 by the thousands, Mr. Fisher said. On all other men's jobs the company does not put women on as the union has not agreed to the women's rates. In several instances women have been put on these jobs and when they asked for equal pay they were taken off. Edith Condon said she was on a honing machine and doing her own set up and when she asked for the Committeeman to request the man's rate and the foreman found out about it, he asked if she did her own set up and was surprised to find that she did. But, she said, "It did not take five minutes for them to get me off of that job."
Women have not bid for men's jobs as they would just have to do harder work for less money than the men get and for the same as they get on the women's jobs. So instead of transferring women, new ones are hired from the outside.
Mrs. Fisher said that she had transferred to a man's job for the purpose of having a grievance filed for the man's rate. This was before the agreement was reached.
(Dora Fisher, Un. Member) (Edith Condon-Union

Mrs. Bittner said that women could do most of the men's jobs and do them perhaps better than the men; that they are kept on women's jobs because the men run the union, #105 mostly, and have not been interested in establishing the same seniority for the men and women. The company, also does not want the women on the machines.
Women interviewed said that all women were classified as Junior Female Inspectors with a rate of 90¢ per hour.
Men interviewed would not say much on the subject, only that the women were on different jobs which were lighter. However, in a second interview Mr. Steffes had more time and gave other information. He said
#48 a very few women upgrade from the fabricating department to the machine shop; rather new women are taken in, some with experience. If women grade the same, they receive same hour rate as men. - Mr. Smith - Exec. Board Member

#46 Equal Pay for Equal Work:
Union asked company to grant equal pay when women put on men's job so agreement was reached for flat increases for all women.
All women interviewed said that they were not satisfied with the unequal pay. Alice Cox said that she argued for holding out for equal pay when the union voted on whether to accept the agreement reached for a 10¢ increase on all women's jobs but that only about 6 women voted against the 10¢ raise. The women at the meeting were mostly new in the plant, many were young girls, others did not expect to work after the war, and all they could see she said, was the 10¢ right then. The older women did not oppose so much then but now they do as they see how many women have been put on men's jobs and are doing the same work for less money.
The Women's Agreement was accepted by the women who attended the meeting of the Local when it was voted on, but agent doubts whether all of them understood clearly the issues. This is indicated by the statement of L. O. Fisher that International representatives misrepresented the facts of the Buick case, telling them that there was still a differential after the WLB settled the case but that when they saw the order they did not find this so. Also Mrs. Snowden said that the women did not like it because the International representatives came in and crammed it down their throats.
(Mrs. Nellie Snowden - Union Member) (L. O. Fisher - Rec. Secy.)

#46 Executive Board members said that when the company has tried to put women on men's jobs other than those agreed to in the Women's Agreement they have demanded equal pay by rate of job. The Union standing out for equal pay on these jobs, the company does not try now to put women on them.

#69 Equal Pay for Equal Work:
Miss Zimmerman stated that in a number of instances the company had put women on men's jobs at lower pay and that the Union demanded and succeeded in getting equal pay. (Rec Secy)

#69 Equal Pay:
Weidman and Miss Cummings (Chief Steward) think women should have equal pay. They have fought cases of equal pay in a number of departments in plant and now have sent request for equal starting rate for women to UAWA Regional Office and it will be sent to WLB. (Pres)

Mr. Shanta and agent spoke at great length in reference to wage rates set on job contents and not by sex. He said equal pay for women was always a controversial question. The point is raised whether women do same quantity and
#49 quality of work and whether they can do a given job all the way through or need a man's assistance. He waid women's jobs and men's jobs have always been set up in this plant and it won't be easy to eliminate it.
(George Shanta - President)

#69 Weidman and Cummings stated that company had tried in numbers of cases to put women on men's jobs at lower pay. The union has demanded equal pay. In some cases secured back pay for women. (Pres and Chief Steward).

#49 Equal Pay for Equal Work:
Union is asking for equal pay for women. The local is awaiting WLB ruling on it.

Training and Upgrading Opportunities:
Seniority and qualifications are the governing factors in upgrading. As more men are taken into the service more women will receive training and will be upgraded.

#33 Equal Pay for Equal Work:

Have secured equal pay in starting rate and by rate of the job.

Training and Upgrading Opportunities:
Mr. Asman, Chairman, Marmon-Herrington Unit, states that women are upgraded according to seniority, just as the men are. Women interviewed stated that there had been women in Machine Shop and on inspection before the lay-off but that most of the women had not worked in factory before and liked the easier work in the Service Dept. better. Some of the girls, they said, were rather afraid of the machines.

#49 Equal Pay:
Both Mr. Shanta and Mr. Killinger absolutely favored equal pay for women. When women perform men's work they are definitely entitled to the same rate. Equal pay issue is at present before the WLB.
(Chas. Killinger-Int.Rep.) (Geo.Shanta-Pres.)

Equal Pay:
Mr. Michelis thought equal pay would be all right, but he said he could not speak for the Executive Board (Pres. Sec.) who comprise the bargaining, grievance and contract committees.
#67

Mr. Watson was for equal pay, but not strong enough to fight for it when the company insists on differentials because women need help in heavy lifting.

4. Women Chairman of Collection Committee: International Rep. urged women to accept the hour increase instead of equal pay. She said discussion at the meeting lasted
#47 over five hours. She felt the vote should be taken by the women only; that men were the majority at the meeting. (Action must be by the local as a whole, not a women's vote, agent.)

Mrs. Baesemann, steward, said women have lower rates all thru the plant, not only longer, but Miss Cizewski said women begin at 45¢ p.h. and men at 60¢, and are lower all thru progression and forever after.
#67 Mr. Watson said piece work rates are the same for men and women, but women don't receive Equal pay. Mr. Michelis --Women are always paid less. No woman receive men's rates.

(Miss Clarice Cizewski - Steward) (Mr. James Watson - President)(Ervin Michelis-Rec.Secy.)

She works part time as supervisor and instructor but doesn't receive rate of a man supervisor. The plant is rather new; has been in business ten years. - Mrs. Kiel - Steward
#66

Mrs. Tosch;
The union has been trying to raise the dues for the women. They had better raise their wage rates up to men's first. Women do not receive Equal Pay. She is an automatic screw machine operator and partially sets up her machine and also does repair work on second shift; men work on 1-3 shift doing same work. They receive 90¢ an hour whereas she receives 70¢ an hour--both receive bonuses.
(Mrs. Tosch - Steward)

But somehow the union doesn't seem able to get the company to concede to equal pay for women because of women needing help in heavy lifting. (Miss Elizabeth Skiva-Steward)(Miss Clarice Cizewski-Steward)
#67 IBEW A F L WISCONSIN

#66 Mr. Oscwski said women begin at lower rate progress to highest women's rate and stay at that rate.
Miss Steinbaur said no women have men's rates. They are always lower even when on the same job.
Mrs. Kiel said women have not been able to secure men's rates.
Mrs. Tosch said she works for 20¢ less than men on same job. No women have equal pay with men. New contract may improve this situation.

(Mrs. Kiel - Steward) (Dorothy Steinbaur-Shop Comm.) (Mrs. Tosch - Steward)
(Ralph Oscwski - Head Steward)

#66 Equal Pay for Equal Work:
Union is negotiating a new contract which asks for same rate for men and women on any given job.

Training and Upgrading Opportunitues:
Women train and upgrade, but rates stay the same. They do not have equal pay.

Miss Marjenka:
#70 Was on man's job in Department 41A (Packing, where women nailed box lids and operated clamping machines to band boxes) making 99¢. Was put back in Department 84 General Assembly and now gets 79¢ as piece worker. Day rate in this department is 65¢. No hiring done in this department. All women hired in on pre-packing. *

Women were on women's jobs which were harder than many of the men's jobs; in pre-packing department many of the jobs were the same as in old packing dept. though they are new jobs not performed before.

#70 Equal Pay:
Mr. Strachota said that they insisted on equal pay when women went on men's jobs. Men interviewed seemed interested in equal pay only to protect men's rates for time men would go back on them. Do not seem so interested in asking for raise for for women exeept as women ask it themselves. (Roger Strachoda-Fin.Secy.)

#70 Equal Pay for Equal Work:
Mrs. Miller said men and women are not on same jobs. Some women who were put on men's jobs, were making 99¢ but were put back on women's jobs at 70¢ and 79¢. Mr. Strachota said women have not had merit increases as men have. He showed agent record of merit increases given and only one woman (a company pet) has received a merit increase, whereas in June and July, 35 men received merit increases. He said that now other women were planning to request increase on basis of one given. Miss Marjenka said that women were on women's jobs which were harder than many of the men's jobs and that jobs in pre-packing department (new jobs not formerly performed by men) were about the same as those in old packing department. The union got equal pay for her when she worked on men's job in old packing department.

(Mrs. Lucy Miller - Member) (Roger M. Strachoda - Fin. Secy.)

Mrs. Baesemann:
#67 She worked at the plant four years and stated that many women are on men's jobs, but receive women's rates. Women are in machine shop, paint shop, shipping room, stock chasers, etc. and none of them receive men's rates. All assembly work was formerly done by men, now all women with a lower rate. Women on spot welding at 70¢ an hour, men receive 90¢ an hour and it just doesn't set well with the women. There is not that much differ nce on the jobs, but it runs 10, 15, 20¢ an hour lower for women. She said each worker was graded in the office in reference to accuracy, spoilage, dependability, absenteeism, tardiness, etc. No mental or educational test upon employment. They work on a base rate with a bonus for production and have time studies on jobs.

#67 Miss Cizewski:
Worked at plant two years. Stated she did not know about seniority in lay-offs, but it does not apply in upgrading. There was an opening in her department for leaderman, a man got it who had worked there only one year, and she had to teach him a few things he didn't know. She began at 40¢ an hour two years ago, now receives 65¢ an hour plus group bonus on production. If they don't have material or anything goes wrong you simply don't receive bonus but work for the base rate; bonus amounts to 10-15% of base rate. No woman receives equal pay on men's jobs. She feels she turns out as much work as the men do on assembling.
(Miss Clarice Cizewski - Steward)

Mr. Michelis:
#67 Was very cooperative in giving data for the schedule and names and addresses of persons to see, but he felt very uneasy and uncomfortable about equal pay for the women, because there is no equal pay in this plant. It was all right with him, but he didn't think the Executive Board would be for it because women must have help in heavy lifting. He was not particularly responsive. He was recording secretary; a woman was elected in his place on June 24, 1944. (Ervin Michelis-Rec. Secy.)

Mr. Watson, Pres.-
#67 Before the war about 50 women were employed, at present there are about 300. A different system has been worked out since so many women have been hired for men's jobs. Now they have certain men who do nothing but set up machines and keep them in running order. The women operate them. Men do all the heavy lifting. Production has speeded up, but the women do not receive the men's rate in spite of the increased production. He admitted that it did not make good sense, and he did not think the old method of each operator setting up his own machine would be inaugurated again after the war.

#66 She thinks after the war, women will not be working on men's jobs but will either quit or go back to Women's jobs and make way for returned service men. Her position on Equal Pay was very good. (Dorothy Steinbaur - Shop Comm.)

C.N. Smith (Bus. Agt.) - Stated that the IAM policy was that if women replaced men they should get the man's rate. Company evaluated women's jobs, Union checked them, and a differential was established but in case of compdaints coming up they agreed to re-investigate.

Beginning rate for (IAM Members)

Men - 81¢

Women - 60¢ after 2 mos. advance to 68¢; 3 mos. to 71¢ and 4mos. to 81¢

Then when they get sufficient training the women may be "Classified" @ 86¢

#72

Rates - Class C Specialists (no women classified)

Men 93¢ - $1.05

Women 86¢ - .98

Oilers - Men 93¢ - Women 88¢ (Mrs. Kelly said that women oilers only got 88¢)

Mr. Smith said, when discussing the Suggested Contract Standards Leaflet, that he opposed the equal starting rate for women.

B. Kelly - Saw operator in Tool Room. Thinks Union should see that women get more pay. (steward) The men have more training and could do work on other machines but she, herself, replaced a man who was a tool diemaker but who had been on his job for three years at $1.25. She gets 81¢. She said the women could not read blue prints and men could. She thought the differential was too great and that the women should be advanced. She said none of the women had been classified and they did not understand why. Women are not given opportunity to learn to operate other machines. Has never seen job evaluations.

Lecher - welder. Women put out more than men on welding jobs. Formerly worked on carbide tool grinding (hourly paid job). She said women did same work as men on that job but were paid less.

F. Kelly - Inspects propellor blades. She said that women on this job put out more than men and "were more steady."

#72

She now makes 91¢ per hour (which includes a merit raise) and the men on this job get $1.05 to $1.13 per hour.

Mallman - Office worker, plant personnel office - stated that women in her office averaged from 65¢ to 68¢ per hour and the men from $1.00 to $1.50. Says she does same work as man she replaced. Has been asking for equal pay for women and will take it to Union if company refuses. So far they have refused. Was very glad to have the W.B. Literature and asked for 25 copies of Equal Pay Bulletin and Leaflet; Suggested Contract Provisions and Special Bulletin No. 18 for the girls in her office. Said they would read them.

Equal Pay:

Mrs. Matovina - Women do not get merit raises they are entitled to. Women are afraid to ask for them. She is oven tender and takes cores from women and says that they do better work than the men do - are more careful and do the work properly. She said women's rates are less than men's but that they have taken over men's jobs and do them as well as men do.

#79

Mrs. Matson - Stated that women did the same work as men.

Matovina - Stated that women's rates were lower than men's.* and that they were doing the same work the men had done. If they had help with lifting she thought production went up.

#79

*Mr. Zych said that women got same rates for same work done (on welding and cranes) as men.

#80

Men and women not on same jobs except for a very few who have been transferred for duration only.

All Persons interviewed stated that rates (most) on women's jobs were lower than rates on men's jobs. Majority of women are on women's jobs.

Ross: Said that women were not put on men's jobs if men were available.

(Ex. Board member)

None of persons interviewed felt that majority of women had been kept on lower paid jobs except Mrs. Graziano who stated that women were not upgraded to better jobs.

#73 Mrs. Antionetti (Shop Com. Member) - said that this was not done. That men's jobs were different, more lifting to be done and only men on set up. However, she said women were not allowed by Union to do set up work.

(Steel)

Training and upgrading opportunities:

#108 Lesniewski (Bec. Sec.) - Stated that upgrading of women to jobs which they could perform and transferring of men to heavy jobs had worked out all right. He said that men 60 years old had been on some of the lighter jobs but as they did not qualify for better jobs they were transferred to labor jobs and replaced by women. Those women had also been upgraded from these to other jobs. This met with some objection but on a basis of need for the war effort had been done.

Reisdorf (Fin. Sec.) - Stated that negotiations were beginning on new contract and that company would be asked to re-evaluate women's jobs. He said that company had, at first, evaluated the jobs on a 10 point basis but they Union objected and got it down to five. The Union had asked the WLB for opinion on the job evaluation plan of the company - whether they thought outside engineers could not do a better job and the reply was that this was better than they would be likely to get done by hiring someone from outside.

#72 Said that only one job had been re-evaluated (See samples of job evaluation - attached to shhed.)

Traning and upgrading opportunities:

Lense (Rec. Sec.) - said that upgrading was not done by seniority but just as foreman chose. A few women have been upgraded to screw machine and drill press jobs.

#74 Cypcar (Pres.) - said that there was not much opportunity to upgrade due to fact that this was a job shop.

Women interviewed did not feel that ~~this~~ had been upgraded. Wilkerson said that in machine shop jobs have A,B,C,&D classifications and women are all in B classifications as they do not do set up. She said that women did not want to learn to do all of set-up work. They could learn but some of jobs are too heavy. She hurt herself one time in lifting (49 lbs). Rates have been set so that majority of women could not make any bonus - so they make just the 68¢ day rate. Jobs are being retimed now.

#74

#75 Laderman (Bus. Mgr.), Garfield (Bus. Agt.), Neeley (Secy. & Asst. Shop Chmn.) - said women were not held back but were on all suitable jobs.

Kiar - Women are kept at lower paid jobs in her department and not allowed to learn final balancing or highest paying job altho they have more seniority than men and could do work if given opportunity to learn.

#77-W #77

Goraber (W - Exec. Bd. Member) - Majority of women on 79¢ rate and men work from 85¢ to $1.34. (See Comments)

Valenti (Fin. Sec.) - did not feel that the fact that women's rates (on women's jobs) are lower than men's was discrimination. She said jobs were different. She thought rates should be lower and had not considered question of comparability.

#78 #81

Equal pay:
Thomas - Said he and other officers feel that there are "No women's jobs" They are asking
#77 Pres. for equal pay in contract now before W.L.B.
Douard - Said that women can not put out work that men do; can not do all of jobs; have to have
Bus. Rep. help; do not stick to job; "get fingers cut off" and that employers can always prove that women do not do same work as men so that Union cannot get same rates for them. In cases where women do do the same work as men the Union secured equal pay by rate of job.

Skyles - Women's rates are lower than men's because of company policy. They do the same
#77 - W jobs men do and more work in 8 hrs. than men do in 10 & get less pay.

Equal pay:
#77 Mary Bryant - said that women received same rates as men where work on same jobs.
Shop Chmn.

Equal pay for equal work:
Thomas - Union is requesting equal pay (rate of job and equal pay clause) in contract.
#77 Pres. Several cases have been taken up by Grievance Committee but equal pay was not secured.
(see comments)

Training and upgrading opportunities:
Thomas - No training for upgrading. Upgrading done on merit.
Skyles - Pres. Stated that women had been upgraded without discrimination. In tool inspection
W women begin on simple inspection and are then upgraded to gage and tool inspection but that top rate for women is lower than rate of man she replaced.
(See Comments)
Kiar - Stated that women were not upgraded in her department. Women could do final balancing
#77 W job but company would not allow them to learn altho they had more seniority than men. Women feel satisfied with way grievances are handled by Union.

Mugan and Sharp:
Equal pay for equal work: Pres.
#76 Union maintained same rates that men received on jobs where women replaced men.

Training and upgrading opportunities:
Little opportunity for upgrading.

Equal pay for equal work:
Audia & Valenti - Reported that they secured equal pay for women on men's jobs except where
#78 W they had to have help from the men. They said that the women were not active in the union. Audia - Chmn. Barg. Com. Valenti - Fin. Sec.

Training and upgrading opportunities:
Audia - Women upgraded by seniority on women's jobs. If men available, women are not put on
Chmn. Barg. Com. men's jobs.

Equal pay:
#78 Mollie Valento - Said that they had secured equal pay while women were on men's jobs unless they had help -e.g. service men lift pans whereas formerly men on same job did lifting also.
She, however, expressed some sentiment in favor of men's receiving higher pay as matter of principle. (She is wife of man in service.)

Equal Pay -

Mrs. Goraber - In Drilling Department, women were doing some set up and now company has made a new rule that women (or those on certain classifications) cannot check tools out of tool room so they can't do any of set up. (Exec. Board Member)

#77 Women on Men's jobs are kept at 85¢ rate while men make $1.13 and over. Company claims that women can do only part of work men can do, (e.g. ten out of thirteen jobs) but does not give women the opportunity to run lathes, etc.

The Company promised union committee that they would train women to do all jobs.

On screw machines women make $1.01 and men $1.25 altho special set up men do set up for all machines.

Lucille Kiar - Union is asking for equal pay in contract. The Company refuses to advance the the women to allow them to get training for better paying jobs - holds women to 85¢ top rate.

She, herself, was making 81¢ on balancing (gyros) while man on same job was getting $1.23 or $1.30. She took up case through union and company said that if they gave her #77 man's rate other women would want it also. Personnel Director told her she had a good case but offered her 4¢ (increase to 85¢) and refused more.

She says the women do more work than the men. Men just sit and wait when caught up on their jobs but women are asked to help with other jobs and work steadily.

In another department on same job as hers, women work days and men nights doing same job but women get less pay.

Company claims women can't do all jobs but she says they can if given the chance.

Mrs. Skyles - was very interested in finding out what could be done under Illinois equal pay law. She stated that there were cases in the plant where women were doing the same work as men but were getting less pay. She mentioned the case of one woman on an assembly #77 job who makes 79¢ per hour, while the man on same job gets $1.25. The woman did more in 8 hours than the man did in ten hours. This was taken up through grievance procedure and the company then took the man off and put another woman on.

Also in her own case she feels that the rate should be equalized. She makes $1.10 on tool inspection job and man doing same work gets $1.21. She stated that she also did more work in eight hours than the man did in ten.

Job Classification & Rates#

	Classifications	Rates
Men	"C"	85¢; 89¢; 96¢ (3 starting rates)
#77	"B"	$1.03 to $1.13 (rate range)
	"A"	$1.20 to $1.34 (rate range)
Women	"C"	65¢; 73¢; 79¢ (starting rates)
	(?)	85¢ (top rate for women)

(Skyles - Majority of women on 79¢ rate)

Goraber and Thomas - Said that inexperienced men and women begin on same jobs in Inspection and Machine Shop. (About 50% of women are in Machine Shop - majority on burring.)

#108 Equal Pay:
Mischeau - Believes that women should get same rates as men
All persons interviewed said that the Union officials had been O.K. in regared to securing equal pay for women. (Mischeau - Int. union Rep.)

Equal pay for equal work:
All persons interviewed stated that the Union had maintained rate of job. There are no female job classifications carrying lower rates.
#108 Elsa Graves - said that equal pay had been secured even eases where women did not do all of the job that men did. She said that the women recognized that the Union had done this for them.

Equal pay for equal work:
#72
Weiland - Stated that they had accepted the company's job evaluation plan with lower rates for women - (Chmn. Barg. Com.)

Equal pay:

Weiland - Thinks company's emaluation plan, which is basis for lower rates for hourly rated women's jobs, is very good, However he admitted that he believed the when must have improved and then said that the union would ask for re-evaluation of those jobs. (Chmn. Barg. Com.)
Reiedorf - Said that he thought women should get equal pay where do same work men did. He thought company had done a good job on the job evaluation and said the WLB thought it good. (See samples of Comparative Charts - Attached to Sched) However he thinks there has been a change, that women have improved and in some instances women do more than men, have better attendance, etc. - so they should ask for re-evaluation every six months. (Asst. Sec.)
#72
Women interviewed think that men do not demand enough for women or that they are not so interested in getting more pay for them.
Barbara Kelly - Said she thought the men did not want women to have same pay or to advance (IAM Member)

#61 Equal pay (Asst. Rep.)
Mr. Darling - Stated that they tried to maintain the rate of the job for women, otherwise, the companies would hire women and men would not have jobs.
(Brusceli, Green, Duffey said there had been no cut in rates allowed where women replaced men (Mrs. Green - Steward) (Miss Brusceli - Steward)

Equal pay for equal work:
Darling and Brusceli - Said that the Union had maintained the rate of the job for women who replaced men.

#81
Training and upgrading opportunities:
Darling - Said that women were upgraded by seniority same as men.
Brusceli - Stated that women had same opportunity to be upgraded as men. If Company claims that a woman can't do a job which she is in line for the Union demands that she be allowed a trial period.

Lecher (Welder) Said women welders put out more than men but got less pay. She formerly (Steward) worked on carbide tool grinding and got less pay than men although on same job.

#461 Equal Pay:
Mr. Passwater stated that women should have same rate when they perform men's jobs. However, if they need assistance he did not feel they should have the same rate. Mrs. Harris stated that the old Bargaining Committee was against equal pay. Men were fighting not to give more money to women.
(Mr. Orville Passwater - Fin. Secy.)

#107 Equal Pay:
Martin said women should have equal pay. This should be established not only in their interest but in interest of men also. He said they were able to stop company's efforts to put women on at lower pay right in the beginning. Said 7¢ rate agreed to as women did not want to do certain jobs. Men and women not on same jobs generally. Hart did not explain when women have lower rates.
(P.J. Martin - Fin. Secy.) (Walter Hart - Pres.)

#61 Equal Pay for Equal Work:
If women can perform a man's job all the way thru she receives men's rate. If she needs assistance of any kind she does not receive the men's rate.

Training and Upgrading Opportunities:
Men have the preference of all training and upgrading. If no men are available then women may upgrade.

#29 Jean Bodine, steward, who worked 17 years for the company, stated that the company is putting up a new lasting machine for shoes and women are put to operate them at much lower rate than the men receive. She also said the men and women performs same kind of work but on different floors, one floor will have a man's rate, another floor where women do the work there is a women's rate, much, much lower. She stated that the women's highest base rate if 66.5¢ per hour and men's highest base rate is 90 or 92¢ per hour. Agent presumes they do different kind of work. There is an incentive rate or piece work.

#61 Mr. Passwater stated that women are mostly on women's jobs and usually stay there with a lower women's hour rate. Not many have upgraded to men's jobs and men's rates. Women are not allowed to do men's work if any men are available.
All of the women stated many of the men's jobs are not suitable for women, women may bid for those which are suitable but they certainly are not encouraged to do so, by the men. Consequently large majority of women are on lower paid jobs longer than men.

(Mr. Orville Passwater - Fin. Secy.)

#36 Equal Pay for Equal Work:
Union and company classified jobs--light jobs as women's jobs.
If women go on men's jobs they get equal pay with men. Emory Hart - Chairman

There are men's jobs that women can do and are being transferred to now. Does not seem to have been a complaint of the women that they could not go on the men's jobs before this time. They just accepted the classification or thought nothing about it. Now that they are going on these jobs which will pay more they probably won't want to go back to women's jobs after the war--except as they give up jobs to returned service men.

Emma Dalby - Member.

#96 No special program but Nerrai and Stone said that they had not allowed any discrimination clauses in the contract or in job classification by sex. However, they felt that the company was discriminating against the women on some jobs. Was indicated that former president had not been able to prevent this.

Mrs. Jenkins:
#61 Before the wages were frozen the men agreed to an increase of 7¢ an hour for men and 2¢ an hour for women. When it became effective the "women raised Cain." She agreed the women were not on the job when the question came up in the local and that the men "got away with it." She can now see that the women must be on the job in the union in order to see that the women get what is coming to them. She said she was offered a man's job with men's rate, but she refused because she felt it was too heavy for her to keep up. What she wants is a higher hour rate for women's jobs.

Mrs. Harris:
Signed the enclosed contract. She stated a woman bid on a job and worked at it 4 weeks; then a man was available and he got that job and the woman was "kicked off," and put back to the women's job. In this instance that job paid $1.09 per hour. According to #61 contract "any employee assigned to a job on which he has no experience the rate is 10¢ below top rate for 30 days; next 30 days 5¢ below top rate, after 60 days receive top rate." She felt that was very unfair to the woman after working on the job 4 weeks. There is nothing in the contract allowing this procedure, but that it is what happens and the women don't like it.

(Mrs. Gertrude Harris - Former Rec. Secy.)

Except for a few jobs which are in dispute, women get the same rate when on the same jobs that men do. Company proposed and board approved new rates for #14 women of 65¢ beginning on certain jobs (typists, factory clerks, 4th class metallurgical helpers, 5th class detailers in Tool Design Department, entire labaratory helper class, time clerks in Time Keeping Department. Union President said that theBoard approved these rates because company claimed that they were new job classes, However, union claims they are the same ones previously performed by men at higher rates. The minimum for the plant is 75¢ per hour; union appealed the case.

A formal job evaluation plan is used in the plant and union is not consulted in the eventual rates.

Upgrading and Training:

There is a formal plan embodied in contract, for men and women:
"Through apprentice training and other educational courses, the Company will continue to provide opportunities by which employees may acquire new and additional skills and thus be able to qualify for higher rates of pay." Art. 12.
Now foreman promotes on basis: seniority, merit, qualifications.

COMPARISON OF PAY RATES: #29 URWA - CIO WLB CASE (Ball Band Plant)INDIANA
President also stated that the company and the union agreed to ask approval of WLB #29 to raise women's beginners rate from 53¢ to 58¢ per hour and to raise men's beginners rate from 63¢ to 70¢ per hour, also to increase the rate for guards, and to equalize the rates in the mill room (all men employees).
The women stewards did not seem to know about this arrangement.

Earnings and Starting Rates:

A non-union woman reported that she is a timekeeper. Women begin on this work at 65¢ and are raised for merit at the decision of the foreman. Janitresses are said to begin at 65¢, welder helpers at 76¢, laborers at 76¢. Women have started #14 on sand blasting for the first time,

Top rate for welders is said to be $1.10 but it is not known whether or not women have reached this pay. Men on production jobs operate two machines and get higher pay forit; women use one machine.

#4 **Upgrading and Training:**
No program, as it is not necessary. Training is done on the job. Company has tried. women on all jobs possible, already.
Union President said that women were quite active in the shop, and that that they were very quick to take up their complaints through the union.

#72. Louise Cox (Steward) - X-ray technician, Men were upgraded and women placed on jobs in this Department. Women did same work. They changed her job to include very large tubes which were really too heavy for a woman to push around on carriages. Girls wanted her to refuse but she thought it would have effect of lowering women's rates so she went ahead and did it. It hurt her but then the job was re-engineered and now she only has to "push a Button." In this department men begin at 80¢ and women at 65¢. She wants to ask for equal pay but other women are inclined to accept an 8¢ increase. She said the W. B. literature was just what she needed and requested copies for women in her department and also for some of men, Union representatives (?), who had spoken strongly for equal pay at Milwaukee Federated Trades Council.

#79 Morris Pres - He contradicted himself a number of times during the interview and his statements that union had secured merit raises and same seniority for women and that women attended meetings quite well were not agreed to by other persons interviewed.

#1 **Upgrading and Training:**
No plan or program. The women are reported to be satisfied with their earnings on piecework jobs.

#13 **Upgrading:**
Women upgrade to a women's maximum and stay there; they can go no further.
There is no program for adapting the high paid jobs for women or for teaching them to women.

Miss Williams:
#61 There are several women on men's jobs but the feeling is to keep them off men's jobs. She, herself, upgraded from a 78¢ hour women's job to a 91¢ hour man's job, but it is much harder and a dirty job. She said there is a decided distinction between men's and women's jobs, but more women could do them if given a chance. Many women don't want the heavy and dirty jobs, even tho they pay more.

Training and Upgrading Opportunities:
#34 Women were put on men's jobs before the WLB case was taken up. Now they do not put women on other jobs than they are now on. Local newspaper carries advertisement for men workers only. Persons interviewed stated that women could do more jobs in the plant and that more men will be drafted. None have been hired as yet. Had cut in production some time ago.

Rates for Women:
#9-1 Men on the Grievance Committee have not pressed for equal pay for women on some jobs in the aircraft department. One woman reported that on assembly women get 83¢ but men doing the same work get 95¢. She said that men do not want women to get as much pay as they do.

#9 I U A A W A C I O ILLINOIS

Upgrading:
The union has no plan for training or upgrading women. The company refuses to cooperate so the union could do little.

#79 Equal Pay:
Zych, Rec. Secy., thinks women should get equal pay where they do the same work.

Stated that women are kept at lower pay for a time (90% of men's rate where work is not the same) and then company usually gives same rate even thhugh women may not do the same work.

Union has secured equal pay in individual cases through grievance procedure. Company quite willing to give women same pay as men after probationaly period.

Training and Upgrading Opportunities:
#79 Zych - Women are upgraded by seniority without discrimination.

#79 Morris, Pres. - Said that they secored merit raises for women the same as for men. Stated that they classified each worker and that he could not allow anyone to see these.

Selfton, Steward (woman) - Said she had received one merit raise but felt she should have another. She asked foreman for it individually.

Mrs. Matovina - Did not know of any cases where Union has secured merit raises for women.

#61 Mrs. Jenkins stated that men begin as sweepers at a higher rate than women on production.

#29 Stanley Lester, Pres.- He said all jobs are classified, and any changes or upgrading is handled by the stewards, who know ability and seniority of the employees in their respective departments.

#11 Nothing in particular is being done to adapt high paid jobs to women nor to train women for them.

#13 The women are not satisfied working for 10¢ an hour less than the men. The WLB ruling on equal pay will be welcomed.

#22 The beginning rate is 70¢ an hour for both men and woman.

3 The male and female rates are to be eliminated in the new contract which is pending before the WLB.

#60 F. Gauler: The union is opposed to any incentive plan. The whole plant is on an hourly rate. Women have a chance to upgrade if no men are available.

#55 Mr. Birdsong said the rates were the same for men and women an all jobs -- no separate women's rates.

#16 Woman Shop Steward: In her department starting rates are 50¢ for women and 60¢ for men (packing). Automatic progression is the same for both, three 5¢ increases in 90 days. This woman said she had tried hard to get the woman to take more responsibility but it was difficult; they do take up their grievances through the union, though.

Equal pay:
Pusateri, Cox, Koss - If women go on men's jobs they get the rate of job. Union insisted on this. (Jobs of men and women are, in main, different jobs)
#80 Cox - Said that if union did not see that equal pay was effective women would be hired for men's jobs and men would be out.

#72. Weiland and Albright - Yes - on hourly paid jobs. On piece work jobs - No. All women interviewed said that women on hourly paid jobs got less than men. (Agent saw complete set of evaluations of women's jobs and all were rated lower for women). (Weiland - Chmn. Barg. Com.) Thinks men do not believe in equal pay, although several men have spoken strongly in favor of it. - Louise Cox.

Kappler & Zientra - said that traditional women's jobs were the lighter jobs and for this
#80 reason rates were lower. On men's jobs women get less pay because they do not do same work as men.
All persons interviewed said that women's rates were lower than men's.

#80
Equal pay for equal work:
Mrs. Vassios - Request has been sent to W.L.B. for equal pay for women
Kappler - The differential of 5¢ fixed at time when fobs were classified as male and female, according to whether they were heavy or light. Then since war women have been placed on heavier jobs - but men help do set up so work is not same.

Training and upgrading opportunities:
Mr. and Mrs. Vassios - Any upgrading done is not by seniority. Those who try to "get in" with bosses get promoted. If union protests company claims girl is "more intelligent."
Zientra - Stated that women were upgraded and that there had been no discrimination shown.
Kappler - said that women would be allowed to do set up if they would take time to study (in evening schools) and learn to read blue prints but that they did not want to take their time in evenings to study. Also they feel that it is not worth while as the war war will be over before they could complete training.

Equal pay for equal work:
All persons interviewed: Union maintained rate of job for women transferred to men's jobs
#80
Training and upgrading opportunities:
Koss - Is understood that women are put on men's jobs only if men are not available. Few women have objected to this.
Rudolph - Not much opportunity for upgrading. Any done is by seniority.
Elvira DiCenzo - Said that women could learn to do men's work (adjusting and repair) in the Telephone Department. (Men's jobs paying 98¢ - women's jobs pay 62¢ - 75¢) but there is the M & F classification and no women have been put on these jobs as older men with more seniority have been available. When there is opportunity for women to be upgraded it is by seniority. She said the women had not complained about the M & F classifications but they had asked for a raise (on her job) on grounds that they got so much less than men and they then got a 10¢ raise.
Koss - said that officers thought men should have jobs if men were available. If shortage of male labor, women could be put on.

#60. Mrs. Naomi Wagner - Stated that only since the war have women been upgraded.

#103. Men interviewed, both believe in giving men higher pay than women on basis of more financial responsibility.

#105 Mrs.Gigl said that the women in the plant all felt that the union leaders have been very alert in protecting the interests of the women and have great respect for the integrity of the men. She said that if the company did put women on the machines there would be trouble as the older women in the plant who have the most seniority would not agree to younger women who have less seniority getting more pay than they did. (Shop Steward)

63 Mr. Luedke,Financial Secy: There are 60 machinist apprentices in the plant,and no women apprentices.

#32 Equal Pay: Mr. Loftis felt that women should get the rate of a job if they went on a man's job.

#28 Mrs. Whitman,Bargaining Com. member, felt that men's jobs were harder and some required more skill so that they should be rated higher than women's jobs.

#39 Establish rates for job and there is no question of women's rates.

#48 Mrs. White: In many instances women do exactly the same work as men (temporarily), but don't receive men's hourly rate. If women are permanently on men's jobs then they receive men's hourly rate.

#46 Mrs. Snowden said that the women "were certainly interested in the equal pay question."

#41 Mr. Falls, Union Member said that the Union sees to it that the women do get the rate of the job. Women interviewed said this also.

#41 Man interviewed feel that women should get the rate for the job without question and said that the union sees to it that they do.

#47 All were for equal pay and were working to remedy the differentials in the plant.

#49 Mrs. Soltys, Steward, is stweard of the restaurant employees. She stated that women in her department begin at 57½¢ per hour and after 30 days receive 75¢ per hour.That was accomplished through the union. She said the women have equal pay with the men in that department.

#49 Mr. Killinger and agent talked at length about setting rates for the job contents and on sex. He said the woman were at a disadvantage because of the women's rates and men's rates.

#64 Anne Henschen, Shop Com Mem. : Her rate is 62¢ an hour on women's work but when she operates a turret lathe she receives a man's rate of $1 an hour. Women begin at 45¢ and hour, men at 72¢ but they do not begin on the same job. There is practically no upgrading for women.

#42 Equal Pay for Equal Work: Demands same rates for women as men. Persons interviewed said that women do get the same rates as men.

Rates are the same for men and women. Promotions are made by seniority (Scales, Pres.,Miss Durham, Rec. Sec., Miss Ewers, Fin. Sec.

#43 Mr. John Sterneman, Fin. Sec., said that they establish rates by the job and that woman receive that rate.

Steffes and Kleim said that jobs for men and women were not the same so that this had not been much of a problem. They said, "If we can keep the women off of the machines we won't have this problem, and it is not likely now that they will be #105 put on machines as conversion is already taking place." Mr. Steffes said that the company keeps insisting on putting women on men's jobs and reclassifying the jobs as female jobs. Mrs. Cain said that the majority of women have not considered equal pay a problem but it has come up in several instances. The Navy contract calls for Final Inspectors @ $1.30 per hour and they did not have any so this classification had to be created and as they would not pay women this rate they put men on this job. She said that these two men inspectors did not get much work each day as the work did not go to them if it was marked OK by the women inspectors. She said that they just sat most of the day and the women were working all the time, getting only 90¢ per hour. She said that the work of the Final Inspector is not more skilled so that the women feel that they should have the same pay. (Agent is not certain about the comparative skill required so that this may be a problem of upgrading.)
Mrs. Bittner said that there were some inspection jobs which had required men to perform but that they had been changed so that this was no longer necessary and that men continued on them doing the same work that women were doing, the men getting $1.20 and the women 90¢. However, she said that this applied to only a few jobs.

(Mrs. Evelyn Cain - Shop Steward)(Paul Steffes - Fin.Secy.)
(Mrs. Beatrice Bittner - Shop Steward)

#105 U A W A C I O WISCONSIN W L B CASE
Training and Upgrading Opportunities:
All training is done on the job. No upgrading of women done.

#100 Mislove said that about half of the women are on men's jobs. The women's jobs were classified and lower rates set on a basis of difference in work but most of the women on men's jobs do the same work and the women are kept at the women's rate when they go on the men's jobs. The union leaders have not been prejudiced against the women. Berendt, Toliffe and Srok said that the differential on the men's jobs was not due to suitability of job or lack of experience--just that the company would not give them the men's rate.

(Shirley Mislove-Business Manager)

#100 Training and Upgrading Opportunities:
No special training program except in machine shop where 12 apprentices are allowed.
All persons interviewed reported that women are held back more than men. This is not due to the union but to the company's unwillingness to advance the women.
Mislove - stated that they were trying to get seniority provisions which would allow the women to bid on jobs by seniority the same as the men.
(Shirley Mislove-Bus. Mgr.)

#100 All the jobs that women do in the plant are at lower rates than the men's.

Miss Adeline Berendt - Member) (Miss Esther Rejman - Member)(Evelyn Strazewski-Member)

Equal Pay:
#101 Schmidt - The men want the women to have the rate of the job. The company tries to pay them less. International Representative Walter Cappel was called in on case of women doing arc welding this week. The company put 2 women on the job and fixed the base rate at 72¢. Men who had been on these jobs had had base rates of 90¢ (they did other work also.) The company finally agreed to 85¢ for both men and women. Women who work on machines have base rate of 54¢ and men 72¢ to 79¢ but women do type of work which is lighter. Schmidt - Pres.

#101

Equal Pay for Equal Work:
Mrs. Smith said that women had not thought of equal pay so much as they did not do the same jobs as men. Only 1 woman is in machine shop. Now 2 have been out on arc welding and the case has been taken up with company for securing the same rate.
Mrs. Dutton said that when the women went into machine shop to work they did only the lighter type of work.
(Mrs. Ruby Smith - Guide, Ex.Bd. Member) (Mrs. M. Dutton-Chmn.Bd.of Trustees)

Training and Upgrading Opportunities:
No training for upgrading. Women not upgraded.

#105

Equal Pay:
Mr. Steffes said that the union leaders had insisted on the rate of the job when the company suggested putting women on men's jobs. So far this has kept women off of men's jobs. The company has recently brought up the question again and wants to reclassify some of the men's jobs as female jobs. (Mr. Steffes was very interested in whether many other unions had the equal pay and asked agent for this information.) (Paul Steffes - Fin. Secy.)

#106

Mr. Stone said that women could do same work as men on packing.

Mrs. Dietrich stated that she had been a Class "B" Packer, that she did even more than the men. She asked to be classed as "A" Packer but the foreman said "Women can't be "A" Packers."

Miss Tronnier stated that many women preferred to remain on sorting washers as they could sit.

Mr. Stone said that on tractor jobs the company claimed that men had greased own tractors but women interviewed said that this was not exactly true. That one man did the greasing on extra time on Saturday.

Mr. Stone said that on cranes the men handled the more dangerous work.

106-1
#106

Jobs and Rates:
Men are hired in on more skilled and heavier jobs so do not begin on same jobs as women.

Women have replaced men as ----Crane operators
Tractor drivers
Packers
Press Operators

#106

Equal Pay for Equal Work:
Nerrai said union got the rate of job for women. Same as men's if on same work.
Stone said union demanded rate of job for women but company claimed that jobs were different or that women could not do the work of men.

Training and Upgrading Opportunities:
Nerrai and women interviewed said that upgrading was done by seniority. However, majority of jobs women can perform are those sorting washers.

#102 Equal pay for equal work:
Dricken doesn't think women have thought so much about pay differential.
Kroade said that they had secured the same piece rates for men and women but that when for any reason, women had to work on day rate, they only got 82.6% of men's rate and that this was not fair, of course.
Christoffel said that there was no automatic progression provided for in contract but that "the union sees that merit raises are secured." Also the union is asking for equal pay in the new contract. Equal pay was asked for in previous contract, too, but Board approved differential.
(Miss Eunice Dricken - Member)(Stanley Kroade - Committeman)(Harold Christoffel-Chmn. Bargaining Committee)

Training and upgrading opportunities:
Training on the job. None for upgrading. No upgrading of women reported.

#102 Equal Pay: man)
Mr. Christoffel said that women should have equal pay with men. However, he said that the women's day rates were 82.6% of the men's rates. This by WLB order. The union asked for equal pay when women first put on men's jobs but so far have not succeeded in eliminating differential.
Handler said that the union committee had a fine attitude and had fought the company on the issue of equal pay. She said she sat in on a meeting with the Industrial Relations Rate Review Board (management) one day this week and the whole issue was equal pay.
Denny said that Committee tried to get equal pay from the beginning-when women went on same work as men.
Struck--"The Union officers want us to get equal pay."
(Mrs. Fina Denny- Committeeman) (Esther Handler-Director of Activities)
(Harold Christoffel - Chmn. Bargaining Comm.) (Miss Frances Struck- Ex.Bd.)

Handler said that the Union stewards were very alert in trying to check up on cases of unequal pay.
#102 Kurtz said that she did the same work the men did (doing her own set-up with no help from the men) so she thinks she should get the same pay.
Struck said that in her department the Union had got the same merit raises for women that they got for the men.
(Esther Handler - Director of Activities) (Miss Frances Struck - Ex. Bd.)
(Miss Mary Kurtz - Committeeman) (Mrs. Fina Denny - Committeeman)

Equal Pay:
#106 Nerrai said that union had insisted on rate of job for women.
Stone (just elected president) indicated that former president had not given satisfaction to members. He said that the company had argued that women couldn't do work in packing that men did and that on cranes they claimed that men were on more dangerous work.
Women interviewed all said that the women on packing (about 10 women), 1 crane operator, and the tractor drivers (women have replaced all men), all do same work mem did, but get less pay. They think that with a new president things may be straightened out.

#103 Mr. O'Laughlin--Majority of women on different jobs from men. Jobs listed on new Job and Rate Sheet about the same for men and women were pointed out and rates shown were much lower for the women. Rate range for women was 50¢ - 68¢ and for men 60¢ - $1.20 (not including tool and die and machinists). Approval on these rates has not been received from WLB. Local voted on them before they were sent in.
Women interviewed said that the women's rates at present were from 50¢ p.h. to 53½¢ p.h. which is lower than men's. Minimum rate for men is 60¢ and for woman 50¢. They think that this is due to fact that men are not interested in the women. Men's top rate is $1.20 and over. (Chas. O'Laughlin-Rec.Secy.)

0038

Equal pay for Equal work:
#103 Majority of women on jobs which are not the same as men's jobs.
Engle and Doker--Older women feel that men leaders in union are not so interested in getting equal pay for women. Doker said that she did same work on milling machine that men did before and yet the men had received higher rate. They said that new women members were to blame for accepting the new job classifications and rates and older women are not satisfied. Bargaining Committee members are all men and the men interviewed said that they believed that the men had more responsibility so should have higher rates. This seems reason that union did not try to get higher rates for women and equal pay in cases where the work performed is same as that men had done.
(O'Laughlin showed agent contract and job classifications and rates which had been prepared by Mr. Walter Cappell, Int. Union Rep. and it was a better contract, except for a clause limiting work of married women to war period) and higher wage scale (not by sex) than the

#103 Equal Pay:
Mr. O'Laughlin said that men had more responsibility than women so that they fixed rates with this in mind. Rec. Sec. Mr. Brinkman mentioned this and said that the company had this policy. Miss Engle and Mrs. Doker felt that old officers of union had not been interested in women's problems but that those recently elected were better.

#102 Engls and Doker - Said that the job classification and wage rates were presented at a union meeting and that the women voted to accept them. The older women objected but they were in the minority as not many of them had been at the meeting. They said that these older women did complain in the shop about the unequal pay but they do not attend the meetings so well. Meyer said that the union had secured wage increases for them. Last year there was a wage dispute and finally the WLB approved a 3¢ increase for the men and 5½¢ for the women.

#103 In the new contract the wage classification is by sex. No increase in minimum rates was requested but request is made that top rates be increased. This would allow for increases to be made within the brackets on merit if the job classification is approved by the WLB. As no general wage increase was asked for there can be no retroactive pay and no merit increases can be made until WLB'S approval is received.

Mr. O'Laughlin:
Tool and Die Maker. Said that the local union leaders preferred to do their own negotiating. He showed agent the contract and Job and Rate Sheet agreed upon and which he said they preferred. Job classifications were by sex and minimum rates
#103 of brackets were not increased. Maximum or top rates were increased so that increases can be secured on merit. Under this agreement there will be no general wage increase and so no retroactive pay. Any increases will have to come after WLB'S approval of contract and then on merit.
(Charles O'Laughlin - Rec. Secy.)

Mr. Brinkman: (continued)
He said that Walter Cappell had been in negotiations and management refused to
#103 meet with him. Then the local Bargaining Committee signed the contract which is now before the WLB for approval. The International Union has not approved this contract. He said that the local did not agree with Walter Cappell and preferred the contract and job classification and rates they had negotiated to those Cappell had presented. (Walter Cappell - Int. Rep.) (F. Brinkman-Pres.)

one union had preferred to sign.)
#108 Mr. O'Laughlin pointed out several jobs on women's rate sheet (punch press, drill press, etc.) which were "similar" to jobs on men's list.

Training and Upgrading Opportunities:
Mr. O'Laughlin said training of new employees is on the job. Must take aptitude tests when hired. No upgrading of women. Men upgraded very little. Work is about the same so little upgrading can be done.

#103 Equal Pay:
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(Charles O'Laughlin - Rec. Secy.)

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#104 Equal Pay for Equal Work:
Union protests all cases where company has put women on men's jobs, replacing men, at a lower rate. UAWA International Representative was called into the plant on grievance filed by spot welder this week.
Miss Loeffler said that she had been put on new jobs replacing men a number of times and that the union had protested and then she had been taken off. She said this had happened to a number of girls. (Geraldine Loeffler - Shop Steward)

Training and Upgrading Opportunities:
Hahn--All training is done on the job. "The company upgrades and tries to cut the rate of the job." (Valentine Hahn-president)

#104 Miss Czronta--In heat treat department women get the same rate on the job as men.
Myers: Two women have been put on spot welding and they do more work than the men did and yet they get 72¢ while the men they replaced got 90¢.
(Misses Czronta & Myers-Members)
Miss Loeffler--Numbers of women have replaced men on jobs at a lower rate and when the union protested they were taken off.
Myers and Hahn reported a few women working on jobs where they replaced men at a lower rate of pay. (Geraldine Loeffler - Shop Steward) (Valentine Hahn-Pres.)(D.Myer

#104 Equal Pay:
Hahn--Women should have equal pay. The company puts women on jobs to replace men and cuts the rate. The union protests and then the women are taken off the job. They have done this in numbers of instances tho there is an equal pay clause in contract.
Czronta said union officers want women to have equal pay.
(Valentine Hahn - President) (Leona Czronta - Member)

#104 All but one of the girls interviewed said they were doing the same work that men did and for less pay. They do not blame the union, but said that the "fellows had fought for them."

#104 Equal Pay:
Mr. Kuehne said that they had had to fight the company on the question of equal pay for women. He said that the union had asked for equal pay and the WLB had ordered it but the company appealed the case so they are still working with a differential on men's jobs on which women work and where the work is the same performed.
Mislove--Said that the union leaders had a very fine attitude toward the women and were ready to fight for equal pay for them.
Hammel said that the women on men's jobs did the same work as men and of course should have the same pay. (Shirley Mislove - Bus. Mgr.) (Earl Hammel - Rec. Secy.)

#102 Equal Pay:

Mr. McStroul said that the union asked for equal pay when the women were put on men's jobs and doing the same work as men. The company refused. Then in negotiating the next contract renewal they continued to ask for equal pay. He said that the company did not claim that the women did less work in its argument for a differential but only that they had a right to set the rates as they pleased. The case went to the WLB and a panel hearing was held in August 1943. The Board approved the rates set by the company which was arrived at by the company by dividing men's minimum rate by old women's rate.
(Fred McStroul - Recording Secy.)

Mr. McStroul said that although women got the same as men on piece work it happened quite often that they would have to work on the day rate and this is the lower rate for the women (82.6% of men's.) He said that also the company had violated the agreement and there had been numbers of cases where the women were not receiving equal pay on the piece work. The union has succeeded in getting from $900 to $1000 in back pay for women.
(Fred McStroul - Rec. Secy.)

Equal Pay:
#74 Cyncar (Pres.) - said that the rate of job has been maintained. Then he asked "How can you work out equal pay for women in a job shop where work is changing constantly?"

Equal Pay:
73 L. Graziano (V. Pres.) - said that job classifications had been by sex before the union organized the plant and that this was eliminated in th union's first contract.
Mr. LaFonte (Bus. Agt.) - said that he and other Intn'l Union representatives felt that rate of job should be maintained. He said that they were negotiating new rates for furniture dept. employees now.

Equal Pay for equal work
All officers interviewed stated that union had established equal pay policy when it organized, eliminating the job classification by sex and securing rate of job for women.
#73

Training and Upgrading Opportunities:
Lucille Graziano (L.P. Pres.) - reported that men were upgraded but not the women.
Maude Antionetti (Shop Com. Member) - said there was not much opportunity for upgrading. She did say that union did not allow women to do set up on the machines.

Equal Pay for Equal Work:
#74 Women reported that Union agreement provides for same rate of job for men and women
Gawel (W) - said that she thought that women replaced men on some jobs in tubes and were doing the same work the men had done for lower rates. She did not know what the rates had been for the men but did not seem to think the Union officers had been on the alert to find out whether this was done.

Equal pay:
#76 Mugan (Fin. Sec.) - Union secured same rates for women as men. No separate female rates in any of foundries.

Mugan and Bryant:
Fin. Secy. Shop Chmn.
#76 Equal pay for equal work:
Union has maintained same rates that were received on jobs where women replaced men.
#76 Training and upgrading opportunities:
Little opportunity for upgrading. (Same seniority maintained for women as for men

Equal Pay:
#75 All rates set by rate of job

#75 Equal pay for equal work:
Ladermand and Garfield (Bus. Mgr.) stated that Union had maintained rate of job on all jobs whether performed by men or women.

Training and upgrading opportunities:
Garfield (Bus. Agt.) - Union agreement is for upgrading by ability, and length of service, etc. Women have not been held back.

#70 Training and Upgrading Opportunities:
Mrs. Miller said women's jobs are all about the same so no opportunity for upgrading. (When put women on men's jobs when couldn't get men. Pay was higher--some making 99¢-- but recent reduction put women back on women's jobs at lower rates, 70-76¢.)

#72 Louise Cox (Steward) -X-ray technician. Men were upgraded and women placed on jobs in this Department. Women did same work. They changed her job to include very large tubes which were really too heavy for a woman to push around on carriages. Girls wanted her to refuse but she thought it would have effect on lowering women's rates so she went ahead and did it. It hurt her but then the job was re-engineered and now she only has to "push a Button." In this department men begin at 80¢ and women at 65¢. She wants to ask for equal pay but other women are inclined to accept an 8¢ increase.

2. EMPLOYMENT OF WOMEN AND SENIORITY

Union program
Attitude of union officials
Attitude of women members
Post war employment
Married women

Continued employment:
Mary Bryant - said that this was a question to be decided. She did not seem to know
#76 Shop Chmn. what she thought should be done. Said that there was no separate seniority provision for women.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women:
#76 Sharp - "Foundry jobs are not suitable for women". Thinks women should not remain in the
Pres. foundries except as coremakers. Universal plant is not a foundry (in usual sense) and work is suitable for women.
Mugan - Said that women had the same seniority rights as men.
Fin. Sec.

Continued Employment of Women:
Cypcar - "Women should be out of plants". They are interested in money only. They don't
#74-B (Pres.) catch on - don't buy own tools and are always borrowing. Some few do a good job but too many not interested.

#76 Continued employment:
(Mrs. Buisveen said that the company had called a mass meeting at the Magnesium plant -
(Committeewoman) (a new war plant) - this week and it was announced that the company had orders ahead for large castings of magnesium(which is being substituted for heavier cast iron) so that they expect to continue to pperate this plant in the post-war period. She thinks there will be jobs for women.

Continued employment of women:
Thomas - Did not seem to have any prejudice. Said women would continue to work if plant
#77 Pres. operated after war. (Plant is new war plant - Government owned)
Douard - Stated that he did not favor women remaining in plants after the war. Work is not
Bus. Agt. suitable for women.

Continued employment:
#74 Mr. Lense - said that following World War I, the Company did not follow seniority in lay-
Rec. Sec. offs and he felt that the Union was not strong enough to prevent favoritism again. He does not oppose women staying in the plant and favors straight seniority for all.

Continued Employment:
Mrs. Skyles - thinks 75% of the women in the plant need to continue working.
Mrs. Goraber - Stated that company seniority lists were not by sex and so there was no reason
#77 why they could not continue working.
Mr. Thomas - Had very good attitude toward women.
Mr. Douard - Pres. did not. (As in the I.A.M. the Business Agents have so much power it is
Bus. Agt. doubtful if the union will do as much as women expect to protect them. The fact that contract is not yet signed may explain the discrepancy between assurances given women and attitude of business agent.)

(Company's action may depend on whether union compromises on question of equal pay and job classifications. Women think company has no plan to lay off women except as they do men by single seniority list but attitude might change if have to give women equal pay)

Seniority rights:
All persons interviewed stated that seniority rights were the same for men and women.
Martin and Lasser - Stated that women are required to sign statement at time of employment that they will give up their jobs after the war with the exception of 14% who may be retained. They think the 14% will just about take care of office force. The Union has not done anything abouth this though Mr. Towers said that the Union did not take this position. (Miss Martin - Steward) (Miss Lasser - Steward.)
#108
Towers - Said that they did not know what would happen after the war - that the company had had women sign cards upon employment by which they agreed to give up jobs after war. However, the Union has not agreed to this.
Pres.

Seniority rights:
Darling and Rossi - Said that seniority rights are same for men and women. Women interviewed said same. (Darling - Business Agent)
#81

Seniority rights:
Officers interviewed reported that the Union had secured same seniority rights for men and women. The Union Committee checked over the classifications made By the company and they felt that the lay-off had been handled fairly. They said that they did not wish to uphold workers who had not been responsible on the job.
#173

Seniority rights:
#72
Albright & Weiland - Women have same rights under union contract as men do.
All persons interviewed reported that seniority rights were same for men and women

F. Kelly - Said women were very interested in seniority question.
Reisdorf - Thinks labor force will be cut to 8000 - 10,000. Have 11,000 men in service and only two reported killed so far.
#72 (Bus. Rep.)

Continued employment of Women:
Lucille Graziano - reported that the women had equal protection with men for continuing onthe job. She and Mrs. Harris stated there had been no discrimination against the women in the recent lay-off. L. G. said that she thought that about half of the women who had been employed would not want to continue working after the war. Many are working for patriotic reasons or to buy things for their homes.
(V. Pres.)
#73
Mr. Rogers - stated that the lay-off had been without discrimination
(Pres.)
Mrs. Rogers - said that there were many women who, like herself, would not wish to continue working after the war.
Mrs. Harris said that the union had really fought for equal pay (rate of job) for women.
Mr. LaFonte stated that seniority should be the same for men and women - that in many cases married women needed to work - that by working they had been able to raise the standard of living for their family which was a good thing.
Rec. Sec.
Bus. Agt.
Antionette - thinks attitude of men will depend on whether there are enough jobs in the post war period - if not they will want men to replace the women.
(Shop Com. Member)

Lay-off and Re-employment of Women Employees:
Mr. Rogers and Lucille Graziano reported on the methods used in laying off 500-600 employees (90% women) during april and May. The Company classified all employees, men and women, according to their work records, giving consideration to such points as attitude, ability, aptness, absenteeism. In resuming production on peace time products - furniture and phonographs - employees who were in A & B classifications, 300-400 men and women, were recalled. As more workers were needed some of those in C & D classifications were called back but these were given warning and placed on probation for a certain period. It is thought that the company has plans for expanded production which will take care of all employees who wish to continue working. However, those who were most irresponsible and who were absent from work too often will not be called back. (Rogers - Pres. Graziano - V. Pres.
#73

Continued employment of women:

#72 Weiland (Chmn. Bdg. Com.) - Stated that he expected that force of employees would be cut to 8000 which would eliminate all women. Also said that union was considering giving seniority to returned service men, who had never been employed in plant and who had never been employed full time in any other plant, equal to the number of months they had been in the service. (Mr. Weiland did not seem to be concerned about the effect of this on the women. He stated that the office workers were low paid and that the Union would request increases for them.

Albright - Reported that men officers were quite considerate of women "in some ways" but that she did not think they wanted women to remain in the plant.

Reisdorf (Fin. Sec.) - Stated that "they were considering what to do about seniority problems". Felt that of 1000 men were hired after 1000 women. The women should be laid off first. He said that they had in mind change to separate seniority for women but that they "didn't have the nerve to suggest it". Feels that men have more responsibility - that responsibility should not affect seniority as between men but should ahould be considered as between men and women.

C. N. Smith (Bus. Rpt.) - Is sure that all women will be out of plant (excluding office employees) after war due to cut in production. However he said, in the IAM, the women and men would be laid off by seniority which is not based on sex.

Babbara Kelly (Steward) - Thinks that men do not want women to remain in plant

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Continued employment of women;

#91 Attitude of Rossi very good. Said that women will have full protection. He said "We have had M & F classifications but are going to eliminate this in the new contract."

(Bruscoli said the Union officials had a very good attitude that they really tried to protect the interests of all members alike on seniority.) (Rossi - Shop Chmn.)

Continued employment of women:

#104 Mischeau - Thinks work in steel mills is not suitable for permanent work for women and that they will not want to remain after the war. He said that turnover among women was high. (Mischeau - Int. Union Rep.)

Lesniewski (Rec. Sec.) - Stated that women had proven that they could do jobs but that seniority would push them out. He said that some of the women were up in the Union office the previous day discussing the question of post-war jobs and that they thought they should stay on their jobs.

Elsa Graves - Said that men officers had stated that they would back the women in case of any layoff to see that they were not discriminated against but that by the time the war was over "They might change their minds." She thinks a good many women will want to remain in the mills rather than go back to lower paying jobs in service trades.

Towers (Pres.) - Stated that girls signed cards when employed that they will give up jobs after the war. (No one reported that Union had tried to prevent this or stop it.) Did not make statement that revealed attitude. Said that seniority of returned servicemen might push women out.

Seniority Rights:

#60 The union does not have any program for increasing women's participation in seniority rights. Seniority is by sex.

-Agent

#87 Continued Employment of Women:
Mr. Passwater stated that his wife is working. After the war he wants her to quit. He stated his experience has been that married women generally get too independent when they earn their own money, and they won't do what you want them to do. "They get too bossy."

(Orville Passwater - Fin. Secy.)

#105 Mrs. Bittner said that a few women had asked for men's jobs and nothing happened but that for the most part they just accepted things as they were and did not question the separate seniority.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

#36 Continued Employment:
Mr. Hart said that women were in the plant before the war and that in the post war period the women would return to the women's jobs and men return to take men's jobs.
Mr. Atwood (no report position) thinks there should be one straight seniority list for plant and that after service men return and are placed straight seniority should prevail.

#107 Continued Employment of Women:
Martin --"Depends on production." If production goes down returned service men will push women out. Men do not resent women in the shop.
Hart said women would continue in plant if production keeps up. Service men are guaranteed their jobs.

#4 Women's employment:
Before the recent reductions in the aireraft department which employs most of the women, the total employment of women in the plant was around 400.

#34 Continued employment:
"Whether women remain in plant after war depends on seniority." Charles MacDonald, Chairman, Foundry Unit, I.H.C. Unit.
"Depends on seniority. Men coming back from war have seniority, so will not be many to remain." Thinks there will be a few, tho. Chairman, Bargaining Comm.
Thinks a few women will remain. Miss Venis Hicks, Recording Secretary.

#17 Transfers:
Women can now do all the jobs in the plant except machinist's [redacted].
Seniority may be used to move from one shift to another, though this is not a rule in the contract.

#95 Continued Employment of Women:
Mr. Birdsong said that women had same seniority rights as men and that if work continued on large scale at the shipyards women would probably remain.
Mr. Manis did not think women would be in the yards after the war as the company had rated them as only 60% efficient and they would not want to employ them. Also the number of men who would return from the service would push the women out.
Mr. Waters said that when women went into the yards his International Union (Plumbers) wanted a separate set up for women but he told them that he would not go along on that so they have same seniority and the right to stay. (C.B.Birdsong-Pres.M.T.C.& Teamsters 215
(W.L.Manis-Bus.Rep.Boilermakers 374) (W.E.Waters-Secy.M.T.C.)

#15 Mr. Wentzel, Bus. Rep, of Painters, said that he thought the women should be in the home. He thought that the war would be over soon and that "they would soon be rid of the women." However, he said that the women had the same rights and privileges in the union as the men when they joined and if there was work and they wanted to work they could.

#[illegible] Seniority rights:
Thomas (Pres.) - Same for men and and women.
Skyles (W) - Women have same seniority protection that men have. (See Coments on continued emp.)

#80 Seniority rights:
Kappler (W) - Women have same seniority as men.
Mrs. Vassios (Stewards) - Same for men and women.

Seniority rights:
#75 Garfield (Bus. Agt.) - Do not have seniority provision. Work is divided equally between permanent employees, men and women.
Mrs. Davie (Office Worker) - Seniority does not apply to filling vacancies in offices. Thinks union should ask this.

Mrs. Davie (Office Worker) #75 - Thinks office jobs should be posted so that they could be bid on by seniority. New people have been hired from the outside instead of promoting girls already employed to better paying jobs. Union has not made any provision for this.

Seniority rights:
#79 Zych (Rec. Sec.) - Stated that union had understanding with company that women will not be employed after war.
Morris (Pres.) - Said there was no such agreement - But did not say union was protecting women against layoff.

#72 C. N. Smith (Bus. Rep.) - Bus. Rep. IAM, District 10, AFL. The IAM has members at A.O. Smith plants in tool rooms and has the oilers in Maintenance (25 women, 74 men). Estimates that force will be cut to about 7000 which will eliminate the women because they have not enough seniority. Stated that company had 5656 employees in Feb., 1942 and that their estimate was that they might retain 25% above this number in the post-war period.

Seniority Rights:
#34 Have separate schiority for women and men. Women have seniority among women. Women will now have seniority on the men's jobs but it is not clear as to what will happen after the war. Emma Dalby (Member)

Seniority rights:
#80 Janis (W-Steward) - Women have seniority on women's jobs but for duration seniority holds in transferring women to men's jobs. Does not think women will accept present seniority status after war. Will give way to returned service men but otherwise will demand to stay on men's jobs.

#80 Mrs. Vassios - said that seniority was discussed at last Union meeting and that decision was that women would keep their jobs after the war if they qualified for them and that new men are to be kept also. She feels that the decision is not too clear.

Seniority and shifts:

#14 No provision in contract for placement by shifts but union president said the union is requesting this. When a woman quits a day job the company insists on promoting or hiring in violation of the seniority rights of men. Men object to this policy. One of the women who was interviewed said that formerly women were hired to fill jobs on different shifts but that she thought they begin on the night shift now, and move to the day shift by seniority (both men and women.)

#18 Continued employment of women;
No question - Most of work is more suitable for women - Company will not be likely to reduce number of women as expect to continue production on same or expanded scale. Work in plastics will undoubtedly expand.

#77 Continued employment of women; Attitude of Mr. Audia seemed quite good.

Continued employment of women;
Zych - Rec. Sec. Seems to think that the understanding which he said existed between company and union to effect that women are not to be employed after the war is all right but stated that
#79 they should go out in first lay-off by seniority - then balance would be gradually replaced by service men.
Morris - Pres. Stated that women had done very good work and that he saw no reason why they would not continue working except for reason that returning service men would demand jobs. and women having less seniority would be out. He stated that there was no agreement that women would not be employed after war. However, women interviewed said that all the women felt they would be kicked out. (Agent felt that Morris was more of a yes man for company that good Union member.)

Continued employment of women;
Cox - Pres. Thinks there should be a law requiring that women who have taken over men's jobs be
#80 laid off after the war.
Koss - (Ex. Board Member) Women will move off of men's jobs. Union has verbal agreement that if vacancy occurs on men's jobs if man is available he has right to it.

#21 Two orders have been cancelled by the government causing a lay-off. At present the plant is retooling for a new government job. When they go into production, new wage rates will be negotiated. Expect about 300 women to be employed.

Attitude of Local Union Officials Interviewed toward:

Continued Employment of Women:
#37 Mary Lovell, Rec. Secy., thinks that about 75% of the additional number of women that have come into the plant since the war will remain after the war.

Discrimination Against Women:

#10 Mr. Novak, President of the Local, said that the reason for the female classification was that women could be placed in easier jobs and if these jobs were "women's" jobs the men could not take advantage of their seniority to bump the women out.

Continued Employment of Women:
#65 Mr. Dellman --Women have always worked in this plant and will continue after the war.
Mr. Strasen--Women who worked in the shop before the war will stay there. Many new women are working for the duration.
Both said that on many jobs women are indispensable.
(Eugene Dellman - Head Steward) (John C. Strasen - Business Agt.)

#38 Continued Employment of Women:
Mr. Donica, President, thinks women do the same work that men did so that there is no reason why they should not stay in the plant on basis of straight seniority.

#60 Continued Employment of Women:
Mr. Gauler definitely stated women would continue. The tube dept. has always been all women.
Mr. Clark favorable to women working, but they must step out of men's work after the war.
(Fred Gauler-Fin.Secy.)(Louis E.Clark-President)(Miss M.Taylor-Grievance Comm.) (Dorothy Ebersole - Ex. Bd.) (Naomi Wagner - Ex. Bd.)

#7 Women's employment:
A few women were employed in the plant before the war; they were sewing canvas for the most part. They entered in much larger numbers after the war began and are doing a good job. Women are doing an even better job than the men on inspection.

#35 Continued employment:
Mr. Collins said that whether women stayed in plant in same number as now after the war would depend on seniority. He is newly elected as Chairman and does not understand different phases of seniority problem as regards women. Does not seem prejudiced against women.

#40 Continued Employment of Women:
Mr. Payne said that there was no question about this--women have same seniority protection as men. From several grievance cases related agent would judge that Mr. Payne and men officers have fought very hard to succeed in getting same treatment for women as men.

#23 - UAWA - CIO Indiana (Torrington Co.)

4. #23 This Company's wage rates are much lower than Studebaker, but the women interviewed stated they had seniority and when the war ceases, they would have a job whereas if they quit and go elsewhere and the war ends they would be out on a limb.

#8 Continued Employment of Women:
Guthmueller said that in a lay-off plant wide seniority would hold. On old "women's jobs" women will remain. On "men's jobs" depends on the number of service men returning to old jobs.
Sally Orkowski did not understand seniority provisions but she said that in a lay-off she did not think women would be transferred to men's jobs by seniority as the company would claim that there was some reason in each individual case why the women could not perform the work.

SENIORITY: Women are not discriminated against in promotion, lay-off, rehiring.

SENIORITY: Women are discriminated against in promotion (women on men's jobs are not promoted as men are) and in starting rate.
Plant operates 2 shifts women are on both. Placement does not depend on seniority.

(Lists are maintained plant-wide, not by sex.)
(Allen Guthmueller - President) (Sally Orkowski - Rec. Secy.)

#32 Continued employment:
No question as women are on most jobs now and were on most jobs before the war. Mr. Loftis, Chairman, American Leather Products Corp. Unit, and Mrs. Maybee said that the jobs would remain about the same in this plant as men are not subject to draft.

Continued Employment of Women:
Matchey-"Men feat women will drive them from the plants."
#71 Gallagher - Does not think men officers oppose women continuing on men's jobs. Said seniority would hold and on return of soldiers after war those with least seniority would go out (men and women alike.)
Ehrman - Thinks many of men's jobs not suitable for women.(Mentioned gas engine dept.) Did not seem to have any objection to women continuing on present jobs according to seniority.

Continued Employment:
#33 Mr. Asman stated that if the company gets new contract and continues to operate, women will remain in plant in post war period. It a possibility that entire plant will close but he does not think so. Only part of the plant is new since the war.

#62 Continued Employment of Women:
Is not a question as they were employed on majority of jobs before the war.

#49 Continued Employment of Women:
Mr. Shanta stated that women have always worked in this plant and will continue to do so. There are women with 24 years of seniority. Seniority will prevail after the war, regardless of marital status. (Pres.)
Mr. Killinger said that women will not be discriminated against. Women will certainly be employed by this plant after the war. (Int. Rep.)

#39 Continued Employment:
No special problem. Seniority takes care of this. Union officers and representatives do not think of women separately in this connection as they think only of straight seniority. Of course, they expect to provide jobs for returned service men after the war.

Continued Employment of Women:
Mrs. Saferight stated seniority will prevail. Women will continue to work in plant if it operates after the war.
#48 Mr. Greene felt if women have support they should quit when the war is over. He thought many of them would. Women have said to him they are working for the duration only.
Miss McNeely said that many women will need to work after the war. Many stay home 1 day a week to catch up with housework and rest. Absenteeism is 5% including men and women.

(Mr. Ray Bailey-Chief Bus. Agent)

#43 Continued Employment of Women:
Mr. Bailey--Women have always worked at this plant and will continue after the war. Seniority will prevail.
Mr. Luedke and Mr. Schroedter stated that they don't object to married women working, but feel that after the war women with support should quit. The general feeling of all was if men become available they shoud have jobs in preference to the women.

#41 Continued Employment of Women:
Mr. Falls said that women would continue to work if they had enough seniority after service men who return are taken care of. Also thinks union should plan to see that wives of service men who are killed or returned handicapped are guaranteed jobs.
Mr. Ragsdale and Mr. Falls gave impression that men in union had thought that not so many women would have to continue working and that to have them go back to sewing jobs would be satisfactory. They do not know how many women actually want to keep working or how many will have to.
Women interviewed said that most of the women, they thought, from hearing them talk would want to continue working. Falls - union member

#40 The women did not even know about the male and female seniority groupings provided for in the contract. Mrs. Duffey, a Chief Shop Steward, employed in plant for 21 years, got out her contract and read this clause for the first time.

#24 Mr. Clements stated that he had been able to get a supplement to the Bendix Home Appliances contract providing for one seniority list with the same rates on the job for men and women.

#35 Seniority Rights:
Union has secured same seniority rights in Contract for men and women but in practice women did not go on men's jobs. (Mr. Glen Collins - Chmn. McQuay Norris Unit

#71 Seniority Rights:
Belknap said women have same seniority rights as men.
Erhman said union secured some seniority rights for women as for men.

#26 Mr. Hayes, President, was very much interested in the information given by agent. He did not know what the UAWA International/Union policy was on separate seniority list for women. Information was given about another local union president calling up R.J. Thomas to ask whether in negotiating contract they should continue provision for separate list or have only one list, and Thomas replied that there should be only one list. At the close of the interview he remarked, "I certainly have learned a lot."

#62 Seniority Rights:
Helen Ford and Mr. Mitchell said that seniority was same for men and women.
(Helen Ford - Fin. Secy.) (J.F. Mitchell-V. Pres.)

#63 Seniority Rights: (Herman Luedke - Fin. Secretary)
Mr. Luedke said seniority rights are the same for men and women.

#46 Seniority Rights: Member)
Interview with Executive Board Members
Men and women were divided into separate non-interchangeable occupational groups, according to provision in Master Contract.
Mr. West said that he thinks there should be one seniority list for men and women. Mr. Fisher said that he thought there should be one list. Mrs. Snowden thought the seniority provision was all right but she said neither she nor the other women understood the contract. One of Executive Board members said that what they wanted was a return to the status they had before the war. Mr. Wood said that the men were thinking about under-employment after the war and that most of them felt that the men should have the jobs. On May 2nd the local voted for the change in Master Contract which would allow them to change to one seniority list for men and women.
(Mrs. Nellie Snowden-Un. Member)

#43 Seniority Rights: ~~Union Member~~)
Same for men and women. Problems affect men and women same. Mrs. Patton said that she would have lost her seniority when she was out sick if the union had not fought to see that her case was handled fairly. She said she worked with so much speed, being constantly pushed by supervisor, that she got sick and asked the foreman for leave. After she left she learned that he had reported that she had quit to get other work. Through the union she got her sick leave pay and also kept her seniority.

#43 Continued Employment of Women:
Mr. Sterneman said that he thought many women would not want to work. Does not know how many women will want to or have to continue working. Mr. Sparrow said he did not think there would be any women in the plant if they converted to regular peace time work as done before the war (assembly of Plymouths). He said that the work was not work that women could do. Also he said that women would not have enough seniority as it was not likely that they would operate 3 shifts and that there would be enough men with senioirty to fill the jobs.

Attitude of Local Union Officials Interviewed Toward: #39 UERMWA CIO INDIANA, WLB CASE

#39 Continued Employment of Women:
No question. Women have same seniority rights as men.

#42 UAWA CIO INDIANA

#42 Continued Employment:
Mr. Scales said that the rates were same for men and women but that he was having trouble with the company to get people promoted from lower to top rates in bracket within job classifications. This affects men and women. (Donald Scales-President)
Mr. Scales said that this would be according to seniority. Women have same seniority as men.

#42 Continued Employment of Women:
Have same seniority as well so will continue to work if there are enough jobs.
- Scales - Pres; Miss Durham-Rec. Sec.
" Evers, Fin. "

#46 Continued Employment of Women:
Bernie Wood thinks that with reduction in production and return of men from military service women will be reduced in number but of course will stay in plant as they were in before the war.
Mr. Neal Edwards indicated that he thought the women should return to women's jobs. He thinks there will be unemployment after the war and that the men should have their jobs as before, the war.
Mr. West said that he was in favor of one seniority list for men and women which would give the women more protection. He said that women who had been in plant for 12-15 years should have more protection.
Edwards - V. Chmn. Exec. Board, West - Chmn. Barg. Com.

#28 The women interviewed talked about women's place being in the home if they did not have to work. They think that since over half of the jobs were women's jobs before the war and since some women will want to quit, those who want to work will have work on the women's jobs.

#65 Mr. Strasen: (Business Agent.)
Many of the Milwaukee machine shops employed women long before the war and will continue to employ them after the war. He felt seniority strictly enforced is the fairest way to deal with any worker. He figured many women are working for the duration only and others will want to continue. How strictly the seniority will prevail was a question, because he said you know returned service men "MUST HAVE JOBS."

#69 Continued Employment of Women:
Zimmerman and Thom did not report that there had been very much evidence of prejudice on the part of the men. Thom said some of the men on the Battery Assembly "did not like it" when a women was put on.
They said lay-offs must be by seniority.
Weidman said that not so many women had gone on men's jobs, that majority of jobs were women's jobs before the war. Have separate seniority for women.
Thom did not think that officers opposed women continuing on men's jobs.
(Mrs. Pearl Thom - Fin. Secy.) (Mr. Omer Weidman - President)(Miss Zimmerman-Rec.Secy.)

#42 UAWA CIO INDIANA

Seniority rights:
#42 Men and women have same seniority rights. None of persons interviewed reported any difference between men's and women's seniority.

#33 Seniority Rights : All persons interviewed stated women had same seniority as men.

#49 Mr. Shanta, Pres., said that the West Pullman Works has hired, he thought, many more women during the war period than any other of the Harvester plants. The Company, he stated, claims that women who have gone on men's jobs should after the war is over, go back to women's jobs with women's rates. The Union however doesn't take that attitude and when that time arrives, the Union will argue for seniority for those women.

#67 Seniority Rights:
Union agreement provided separate seniority for women and that women who have gone on men's jobs go back to women's jobs after war. Because there are so many jobs for women they do not consider this discrimination.
Skibba said that she had not heard of any plan to change the seniority provisions.

#49 Seniority Rights:
As long as the plant has listed men's jobs and women's jobs, men's rates and women's rates, seniority in practice will be by sex. Even though contract does not specify seniority.

#47 Seniority Rights:
The officers stated they were for local autonomy on seniority in the master agreement, and when the WLB rules on their master agreement the officers will work for same seniority for men and women.

#44 UAWA CIO INDIANA

#44 Seniority Rights:
All persons interviewed said that seniority rights are the same for men and women, However, there are men's jobs and women's jobs and lists are kept by sex. This does not indicate discrimination against the women as they get the same seniority rights as men when put on men's jobs.

#70 Seniority Rights:
Union agreement gives women separate seniority. Haskert said they they did not want women on men's jobs so changes in seniority provisions of contract not likely to be made. Mr. Strachoda said women have seniority on women's jobs. Union has agreement with company that 900 oldest employees constitute the "normal working force." This could be increased only by consent of union. Also placing of women on men's jobs must be discussed with union. Union also has agreement that no married women to be hired except for duration. Mrs. Miller said women seemed satisfied on women's jobs except when can't find men. Women interviewed seemed not to know that in other plants by union agreement there is one seniority list and women bid on jobs by seniority just as men do.
(Mrs. Lucy Miller-Member) (R.M.Strachoda-Fin.Secy.)

#68 UAWA AFL WISCONSIN

#68 Seniority Rights:
Guthmueller--Seniority in agreement is same for men and women.
Orkowski--said that women have plant wide seniority but that in a lay-off she doesn't think any woman would be kept at work and put on men's jobs as the company would find some reason why they couldn't do the job. She didn't seem to think the Union was strong enough to see that this was done.

Continued Employment of Women:
Mr. Michelis stated women have always worked in this plant and will continue, but not on men's (Hag. Sec.) jobs, when the war is over.
#67 Mr. Watson (Pres.) said most of the women are single and they no doubt will continue working after the war. Roughly figuring he thought about 30% of the women will quit when the war is over. A younger group of women are employed at this plant.

#69 Continued employment of Women:
Thom did not think the men officers were opposed to women continuing in men's jobs. On women's jobs (they were) before the war. (Fin.Secy)

Continued Employment of Women:
Jesse Payne stated the Company urged the wives of service men to come in and work. After the war they should quit.
#49 Mr. Berkebile--Generally speaking women should stay home and raise a family. He hoped that the ratio of men and women in the plant be the same after the war as before the war.
Mr. Harvey--Married women should quit.
All stated that self supporting women shpuld have equal chance to work.
(Robt.Harvey -Rec.Secy.) (George Berkebile-Chmn.Bargaining Comm.)(Jesse Payne-Pres.)

Continued Employment of Women:
Mr. Crouse said that women would stay in plant if they accumulated enough seniority and were not let out because of the number of military men returning to their jobs.
#45 Other men interviewed did not express themselves on this point. Flo Hawes and Philomena Moore said that the men did not want them in the plant and that some men expected them to go as soon as the armistice was signed.
(Robt. Crouse-Pres.) (Mrs. Philomena Moore - Alternate Shop Steward)(Flo Hawes-Member)

Continued Employment of Women:
#44 Mr. Jelf thinks women will continue to work in plant but not as large a number as at present as service men will return to jobs.
Mr. Ferguson expressed the feeling that women should continue to work on women's jobs. He thinks that women are doing jobs that are too hard for them now.
(W. Jelf - President) (Mr. C.M. Ferguson - Ex. Bd. Member)

Continued Employment of Women:
Mr. Roob (Pres.) was not particularly keen about women working after the war. If women are
#66 self-supporting they should have jobs; if not, they should stay home after the war.
Mr. Osowski (Chas. Stanley) said women always have worked in this plant and will continue, but not on men's jobs after the war.

#64 I.A.M.-A.F.L. Wisconsin

Leslie Gray: (Leslie Gray - Fin. Secy.)
#64 There are over seventy shops under jurisdiction of Local 66. He claims that many of the employers are sorry they had to hire women and they stay home for ever so many reasons; employers cannot depend on them. He claims they prefer the men.

A lot of women will not want to quit their jobs after the war. In many cases women are earning more money than they ever did before and his opinion was that it won't be so easy to get rid of the women. He said women want the higher paid jobs but won't pay the higher union dues that automatically go with those jobs. Women generally let the men bargain for them, even tho they are not satisfied with the results. Women are afraid for their security in their jobs after the war, he said.

Continued Employment of Women:

#70 Mr. Strachoda said that the union had aimed to protect the old members. Thinks 75% of women will be out of plant after the war.
Mr. Hackert said "We do not want women on men's jobs." Reason given was that women speed up and then company pushes older men who can't now keep up that pace. Women will speed up and then later have to take two or three months leave of absence because they broke down working at such speed. Women can be just as capable as men with much less training, their sense of touch and timing is much keener than men.

#66 The company feels they have made good and they have stated they are going to utilize their experience after the war. Company plans to keep every employee after the war, owing to civilian expansion. The company cooperates with the union and they have never had a dispute case before the WLB. -Oswoski Chief Steward

#70 Miss Laestico:
Says women do not have time to attend union meetings, that many will quit work after the war and are not much interested.
(Mrs. Aileen Laestica - Member)

#70 Miss Mailinger:
Thinks women are satisfied with union contract, women's jobs, etc. That women should be in home and should get out of plants if men need jobs.

#64 Continued Employment of Women:
Mr. Krebs--Women have worked in this shop before the war and will continue. However, returning service men will be given preference. Seniority will prevail, he said. -Chief Steward

#59 Continued Employment: (Clyde Pruitt - President)
Clyde Pruitt stated that women have always worked in this plant and will continue. Seniority prevailing.

#58 Continued Employment of Women: (Edw. Swannie -Grand Lodge Rep.) (Wm.J.Layton-Bus.Rep.) (David Nelson - Bus. Rep.)(Paul E. Wise - Pres.)
Mr. Swannie stated that women will certainly work after the war. He had a good, fair attitude.
Mr. Layton said in this local seniority will prevail.
Mr. Nelson said that seniority will be the guiding factor.
Mr. Wise--Attitude was good. He added that after the war if women have support they should not work.

Continued Employment of Woman:
#104 Mr. Hahn felt that when plant converts to peace time production there is not so much work women can do unless jobs can be broken down more.

#102 Struck and Mynor stated that some girls say they will quit after the war. They themselves think union officials will make every effort to protect women's jobs.
(Miss Frances Struck - Ex.Bd.)(Miss Frances Myer-Committee-

Continued Employment of Women:

#102 Mr. McStroul had a very good attitude. He favors special seniority to guarantee jobs to a good percentage of women in the post war period even if some men with more seniority have to go out. He thinks that the company will lay off a large number of the women otherwise.
(Fred McStroul - Recording Secy.)

Seniority Rights:
Hahn and women interviewed said that seniority rights of men and women were the same.
#104 Mr. Hahn said that the company requested separate seniority for women when negotiations were begun for 1945 contract and the union refused.
(Valentine Hahn - Pres.)

Seniority Rights:
Martin said they are the same for men and women.
#107 Women interviewed said the union had secured the same seniority rights for them that men had and that any lay-off would be by plant wide seniority.
(P.J.Martin-Fin.Secy.)

#102 Seniority Rights:
Harold Christoffel --In old women's departments women have separate seniority but in departments where women are newly employed (since the war) they have same seniority as men.

#103 Seniority Rights:
Mr. Brinkman and Mr. O'Laughlin said union had established same seniority rights for men and women. Women interviewed thought union had secured same seniority rights for them as for men. No separate seniority for women mentioned in contract. But in the main, in practice, women have seniority on women's jobs and men on men's jobs.
(Chas.O'Laughlin-Rec.Secy.)(F.Brinkman-Pres.)

Seniority Rights:
#105 Separate seniority for men and women. Leaders of union have not been interested in establishing the principle of equal seniority.

Seniority Rights:
#106 Union has secured same seniority for men and women.

#101 Seniority Rights:
Seniority is by departments, so separate for men and women and as Mr. Schmidt stated that the men did not want women on machines the union is not likely to change to one seniority list. Of course the number of jobs involved would be few; however, those few would be better paying at the present rates.

Seniority Rights:
Mislove - Originally women's jobs were so classified on a basis of difference in work
#100 performed but now about half of women in plant are on men's jobs and doing same work. Union is trying to get jobs reclassified and elimination of separate seniority. All of the girls interviewed said that they felt they would have jobs after the war, but that of course some would want to quit. They did not understand the seniority question too well. (Shirley Mislove - Bus. Manager)

Seniority:

#100 Mr. Kuehne said that the Union request for job classification (by rate of job and not by sex) would make it possible to do away with the separate seniority lists. The fact that the company is expanding and expects to continue on a larger scale in the post-war period gives the women a feeling of security on their jobs.

Struck said that she thought the girls "thought they would be out of jobs after the war." Kurtz said "some of us are wondering if we will have jobs after the war."
#102 (Miss Frances Struck - Ex. Bd.) (Miss Mary Kurtz - Committeeman)

#102 Continued Employment of Women:
Mr. Christoffel said that if the women have enough seniority they will remain in plant. Service men returning will push some women out but they do have equal seniority rights with the men.

#103 Continued Employment of Women:
Continued employment of women is no question as they were employed on majority of jobs before the war.
Mr. O'Laughlin said that women had not been put on new jobs since the war.
Mrs. Doker reported that the milling machine jobs were formerly men's jobs.

#106 Continued Employment of Women:
Nerrai said union demanded equal seniority rights for women.
Stone said in any lay off men and women will go out of plant strictly by seniority.

#105 Continued Employment of Women:
Steffes and Kleim stated that seniority was separate for women and when plant converts to peace-time products women will be back on sewing and pasting jobs. They do not expect that many employees will be laid off as the company has plans for continued expanded production . Mr. Steffes said that the women did not want plant wide seniority as they had better chances for continued employment with the separate seniority for women. Gigl said that there had been about 200 women in the plant before the war and that the number had not increased and she thought most of the women would remain in the plant.
(Paul Steffes - Fin. Secy.)(Mrs. Stella Gigl-Shop Steward)
(Claude Kleim - Rec. Secy.)

#101 Continued Employment of Women:
Schmidt - This is no question as women were employed in the plant before the war. One woman is in machine shop now and several others work on machines occasionally when needed. Mr. Schmidt said that he had made it clear that no women were to be employed on machines after the war. He said that they did not want any women on machines. He also said that there would be no married women hired after the war, except in special cases of need. The reason for this is that there won't be enough jobs and the men should be employed in most cases. (Robt. Schmidt-Pres.)

#100 Continued Employment of Women:
Mr. Kuehne indicated that they would give all the protection possible to the women. Of course service men have to be taken care of and according to present seniority plan women would be likely to be pushed back on women's jobs but not likely to be out of the plant as they were in plant before war, and the addition to the plant, already started, will increase the number of employees by about 600, mostly women. He said that if they succeeded in getting the jobs reclassified they would not be set up by sex and there would be no separate seniority for women. He said that they were not working on the reclassification with the company.

#86 Continued Employment of Women: (Mr. Edwards - Trustee & Chmn. Grievance) (Mr. Hancock, Bus. Rep.)
Mr. Edwards did not seem particularly interested in question.
Mr. Hancock said that the women had same protection as men.

#105 Mrs. Bitner said that women could do most of the men's jobs and do them perhaps better than the men and they are kept on women's jobs because the men run the union, mostly, and have not been interested in establishing the same seniority for the men and women. The company also does not want the women on the machines.

Women interviewed saidn that all women were classified as Junior Female Inspectors with a rate of 90¢ per hour.

Men interviewed would not say much on the subject, only that the women were on different jobs which were lighter. However, in a second interview Mr. Steffes had more tiem and gave other information.

#26 Thomas Dixon, Vice-Pres., said the men were for Mrs. Davis 99% and the women 100%. He stated that she can do practically any job in the plant. He believed in equal pay but had an idea that the women would go back to the kitchens after the war, and that the company would rither hire men if they can get them.

Mrs. Jennie Cook and Mrs. Bailey (committee members) said they get along very well with the men but not so well at first.

#25 The women interviewed all stated that the men had opposed the women but that the women had worked together in fighting for equal seniority and equal pay. They began to fight when 7 women were laid off and men with less seniority kept on. The committee, pushed by women, had then negotiated an agreement giving them wqual pay and equal seniority. The equal seniority is on a permanent basis and not just for the duration.

#16 Woman Steward said that women had equal seniority with men.

#61 Men have first seniority rights by virtue of being men.

It seems to be a verbal agreement between the company and the Union that men be given preference in men's jobs regardless of seniority.

#55 None of the perspns interniewed reported any difference in seniority for men and women.

3 She said that women were mostly in agreement about not taking men's jobs away from them.

#60 Women are given to understand that when the war is over they go back to their respective women's rate jobs.

#31 Seniority Rights:
Four women members (all old employees, formerly in Trim Department) felt that the men did not want the women in the plant, that the former Committee had done nothing for the women and they say that many women are worried about their jobs after the war.

#14 Seniority Rights:
Seniority clauses do not mention sex, but where there are definite women's jobs and seniority will naturally be by sex.

#78 Seniority rights:

Audia, Chmn. Barg. Com. -- Women have seniority on women's jobs.

#74 Wilkerson - Does not think seniority provisions and practices are very clear. (woman)

#29 Women Stewards: Other plants in South Bend pay much higher beginning rates. They themselves feel they have many years of seniority and after the war they will have a job.

#13 Most of the women have been in the plant a long time, one for 22 years. Some of the men still have the attitude of "the damn women" coming in and taking men's jobs.

#60 The women are made to understand by the union that when men are available women must give up men's jobs to them.

#77 Kiar - Thinks union will give women protection against unfair layoffs. (woman)

#79 Mr. Morris (Pres.) also did not interpret seniority clause in contract.

#32 Seniority Rights: Has been no problem, so have no program.

#28 "Under the present war-time conditions with a man-power shortage, women shall have the right to bid on men's jobs ... hold such jobs wherever and as long as a man-power shortage exists. Under the above conditions woman shall receive pay equal to that of men. In case of a layoff, it is understood that a manpower shortage no longer exists and <u>women shall be laid off first</u> and shall not have the right to bump any make operator, but must exercise their seniority rights to bump back into a female classification."

Mr. Hayes isn the new Pres. of the Local, just taking office. He did not participate in the negotiations on the new contract which have just been completed. He stated that the new contract would not be ahanged very much. A 10¢ per hour increase is being asked. The Supplementary Agreement providing for women's bidding on men's jobs during the manpower shortage is also in the new contract.

Seniority Rights:
Mr. Atwood stated that there should be one plant wide list. He thought this the only way to avoid troubles experienced at Chrysler. Persons interviewed reported at first that women had same seniority as men but differed in their interpretation of contract clauses. Mr. Falls thought that the union would be able to see that women had the right to jobs in other than sewing department.
Women interviewed seemed to be not too concerned over fact that contract provided that seniority return to original status at expiration of war work which gave them seniority in sewing only. Women interviewed were in that department before the war so would have jobs. They stated, though, that they thought most of the women talked as tho they wanted to keep working.
#41 Atwood - Regional Dir.; Falls - union member

#31 Continued Employment:
President and Chairman of the Bargaining Committee both have very good attitude. President thinks that perhaps the jobs will have to be re-classified throughout the plant and rates set for jobs as at present the majority of women's jobs are in aircraft and when the company converts to trucks again this would leave the women out since aircraft jobs are all new jobs.

#25 All of the women seem to agree that the Committee has not always been fair to women. Mrs. Joliff said that even recently women had been laid off and men with less seniority kept working.

#57 Continued Employment of Women: Mr. Huck, Pres. said that he saw no reason why women would not remain in the shop after the war. They would have enough seniority he thought.

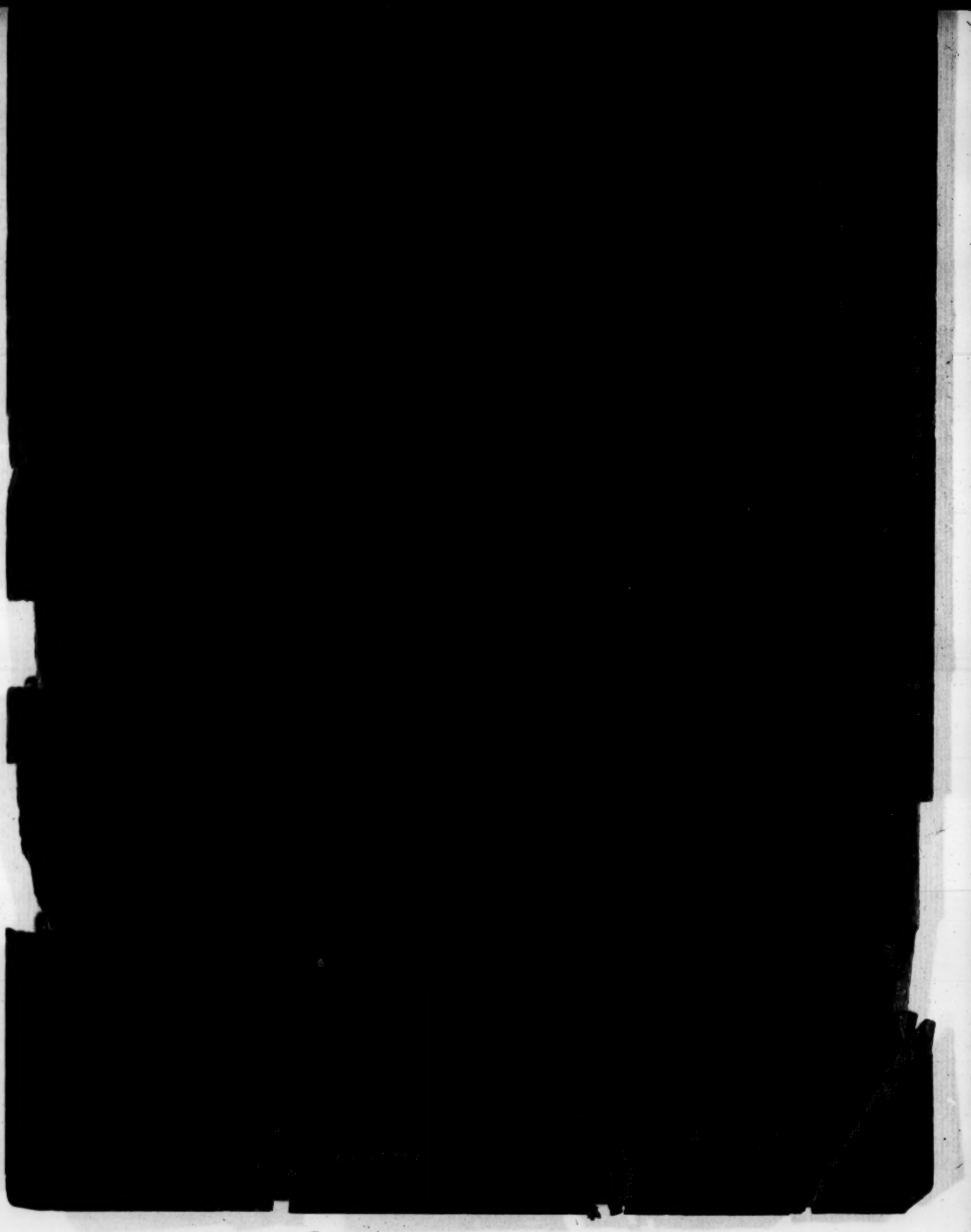
#64 Anne HenschenShop Com. Member. No women are hired if men are available and she feels that after the war no women will be employed.

#66 Many of Milwaukee machine shops have employed women for the first time since the war, others have employed them ever since the last war. He felt when the war was over women who have support should stay home, keep a nice home and let the men have the jobs. When the labor shortage has passed he thought women will not be working on men's jobs. He is a machinist maintenance man at a brewery and said he did not know about the women working in machine shops.

(Ed. Roob - President)

Gretta Smith and Rose Lavrich said that the women had not been so much interested in going on the men's jobs as they were harder. Margaret Sappington (union member) said that she also felt that the girls were rather afraid of the machines.

#28 Agent's impression is that for some of the women their standard of living, judging By their homes, is not too high and perhaps the money they make now is more than they ever had so they have not been aggressive in demanding the higher paid jobs. Workers report that cost of living is not lower in Elkhart but higher than in South Bend and Chicago.



REPRODUCED AT THE NATIONAL ARCHIVES

3. WOMEN'S INTEREST AND PARTICIPATION IN UNION ACTIVITIES -

Union program to increase participation of women
Opinions of women as to adequacy of program

REPRODUCED AT THE NATIONAL ARCHIVES

Athletic program - women's ball teams, 1 woman elected to go to Madison Workers school #72 but at last minute she dropped out.

Albright (W) - Stated that women for most part were thinking that the union did nothing for them. The reason is that the women work only 7½ hours with no overtime and get so much less money than the men. She said, that women wanted overtime but that #72 when they asked about it at the union meetings the men always said that the women were not allowed to work overtime because of the State law.

Florence Kelly (Shop Steward) - Said she was "all for the Union" but that it was a "lame duck" - did not ask for enough.

Betty Mallman (Shop Steward) - Said she was formerly against the Union but now she was very interested in it. She said the problems of office workers got little attention at union meetings - that she wanted to present problems but just couldn't do it. She felt that problems in plant seemed more important but yet their problems were very important to them. She thought that separate meetings for office workers would make it possible for the Union to do more for the office women.

#72 Barbara Kelly (Shop Steward) - Is interested in the Union but doesn't understand why the women are not on classified jobs. Has not seen job evaluations. Says men say women are not worth more than they are getting.

- Thinks Union us a good thing. The only way to get advances is through the Union but she does not understand why women ar not classified - why they only get 81¢.

Florence Kelly (Shop Steward) - Thinks Union should do more. She said the women stewards had never been #72 shown the job evaluations - that she "guessed the men kept that to themselves."

#72 Albright (W) - Reported that women do not take very active part in the work of the Union. She thinks that women are exploited. That they do as much work in seven and one half hours as men do in eight. She Had hever seen any of the job evaluations and said the Union leaders "Kept the rates and job classifications to themselves."

Mrs. Harris (Rec. Sec.) - said that large number of women did not recognize that the Union had done anything for them and did not like the union. This group does not attend meetings #73 and so are not informen of what union does. She said the Union had fought for equal pay.

Lucille Graziano (V. Pres.) - said the Union had done a good job for the women but that women had not received promotions and that the men in the Union approved of this.

Norma (program-) - Officers and leaders think of interest and participation in terms of attending meetings.

#73 Lucille Graziano (V. Pres.) said she would like to have any information about methods of interesting the women.

Mr. Rogers stated that the local had secured the interest and participation through its good shop stewards; effective handling of grievances; by stopping favoritism and the elimination of job classifications by sex. Mrs. Antionetti said same.

REPRODUCED AT THE NATIONAL ARCHIVES

The CIO won in a plant election, but only a small percentage of the workers actually belonged to the union. Now , the union is working hard to interest the unorganized workers in the plant. The president and the secretary feel #11 that when the ruling on their contract comes through from the WLB the balance of the employees will join. They are for the union, 90-95%, but won't join until something definite is done for them. The union is trying to have the previous WLB ruling carried out.

Women were first hired on production in September 1943, They are urged to join the union immediately upon hiring.

#12 The CIO won in an election and they are in the state of organization. The company is fighting the union and using underhand methods to discourage the workers from joining; consequently some of the workers are fearful of the union. The local is anxiously awaiting the ruling of the WLB on their contract.

#12 The President's attitude toward women was very good. The plant is organized 50% and not so strong in putting things over for either men or women. The recording secretary was also very favorable toward women.
Two women members feel that the officers and the union cooperating every way with the women.

#38 Equal pay seems to be only problem that has been thought about. Women interviewed did not seem to be conscious of any special problems other than this.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:
Women seem chiefly interested in pay. Some few were talking of a walk out to try to get answer from WLB on equal pay case.

UNION HISTORY AND SENIORITY: #29 URWA - CIO W L B CASE (Ball Band Plant)INDIANA
Mrs. Macready, steward, worked for the company 16 years, Mrs. Kindy, steward, worked 20 years for company, and Mrs. Maltby did not state how long. They all expressed #29 the feeling that the union had done a marvellous job in organizing the plant. Conditions were very bad and wages low. The Union was given credit for the back pay they received in 1943. There are, however, many more things to be done for the women. They all complain about not giving the women a fair break. The women stewards claim new women employees will not stay because of the low rates and the work is dirty.

#13 The attitude of the International Representative toward women was excellent. He was originally from the U E and plant to have an educational program for UFEMWA workers in Peoria.

#65 UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Miss Cichucki - No special program.
Mr. Dellman - Union had movie about Blood Donors and part after movie. Served free refreshments. Give Christmas party. Members bring their children. The above is for men and women.
Miss Bleich - Union gives dances with free refreshments to try and interest the men and women.
(Miss Dorothy Bleich - Steward)(Eugene Dellman-Head Steward)
(Miss Florence Cichucki - Steward)

REPRODUCED AT THE NATIONAL ARCHIVES

Union Program for Increasing Women's Participation in Union Activities:

Work of various committees mentioned.
Get out monthly newspaper. Contains articles and news notes which should interest
#37 woman. Sent woman to recent conferences in New York called by International Union to make plans for training and upgrading women to take places of men as they continue to be drafted.

Mrs. Harris stated that they occasionally have community singing and local union talent entertainment.
#61 Mr. Passwater stated there was no special program for women. The officers urge the women to attend regular meetings.

Women are very active in the plant and in the union. Most of the 20 men in
#17 the plant are high school boys; about 20 men from the plant have been drafted. Women feel that men in the union office do not represent women as well as other women.
Woman chief steward attended the UAW convention in Buffalo and reports that the women there were quite active in the convention and that they introduced a resolution calling for more women organizers.

Women's Union Activities:
#19 The union is weak because of the company's failure to carry out some of the orders of the W L B. Long delay led workers to believe that the contract is not in effect. So women are not active and most of them won't join the union.

Women interviewed and a union official said that women were afraid to participate actively in union affairs. Leaders of the union (men) did not have background experience to handle grievances efficiently and with sufficient speed that women would
#14 develop by the experience of women in union.

Chief woman steward interviewed stated that she did not like the way the elections had gone in the union and was somewhat discouraged by the lack of wider participation by the women. However, the few who were active had been strong and stood out well in the face of the discrimination against union members.

The International Representative said that UFEMWA had not been so interested in an educational program and program for women members such as U E has but that they were getting to be so and he thought they would be able to accomplish much more.
An International Representative in Chicago said that they were planning a month's training program at a camp for union leaders, including women.

Opinion of interviewed women as to adequacy of union program regarding women:

#34 Venis Hicks said that the women were reluctant to take office or other responsibility in the union. They do not come to meetings so it is hard for the union to interest them.
Margaret Elliot said that she, herself, refused office in the union as she could not do more than her job in the plant.

(Venis Hicks - Recording Secy.)

No special program.
#38 Previous gains made by the union have held the interest of the women and at present they are very much interested in the request that has been made for equal pay.

#76 Mary Bryant - says that women think of what union has done in terms of wages. Union has secured raises. (Shop Chmn.)

#74 Women interviewed reported that union, not having a closed shop is not too straong. Has nad no clearly defined program for increasing women's participation.

#74 All women interviewed said that women did not stick together, the majority would not join the Union, they "just cut each others' throats." They said the Union had had dances and they were well attended but this did not result in interesting or getting support for the Union by the women.

#75 Neeley - Women think of union program in terms of wage increases. They know the Union has secured raises. (Secy. Asst. Shop Chmn.)

#76 Valenti - Said that women who were in plant longer time recognized what Union had done to secure improvement in working conditions, sharing of work, rest time allowances, etc. Newer girls do not think Union has done much. (Fin. Secy.)

#76 Buisveen - Program has helped women by securing wage increases and through handling grievances. Also through the Union women have seniority rights so that new men workers from outside cannot be hired and placed on their jobs if they wish to remain in post-war period. (Committeewoman)

#77 Note: - It appeared to agent that most of union matters are settled between the union representatives, the shop chairlady and the management without much participation by members.

#78 Joe Zych - None except movies a few times and one party for women. "Union has been lax in informing members of union action and program" according to statememt of Joe Zych. (Rec. Sec.)

#79 Mrs. Sefton - Said that women did not think Union did anything for them
Mrs. Matovina - Said that women do not take up complaints through the Union as they feared (Steward)
Mrs. Matson - Did not seem willing to comment on what Union was doing.

#81 Cooperates with community organizations which have special program for women workers--YWCA and "As You Like It Club" (Mallory women's organization). Publicity given these groups in union paper.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Three women interviewed seem to feel that the union covers the things that are most important for them.

Offices:

#1 By-laws of the union forbid the holding of any office until candidate has been a member for a least one year. Women have been in the union only seven months.

#21 This Company is very difficult. Union must fight every inch of the way, and the women have been neglected. Union has had women stewards, but the Company has laid them off along with men stewards. The union really helped the Company in presenting the case to the WLB. Company could not secure skilled men because of the low rates. A letter from the U. S. Employment Service in South Bend (head of which is a woman) stated that they cannot furnish the Singer Co. with mechanics at their low rates. This letter was presented at the appeal hearing by the President of the Union; he thought the letter was very helpful.

#29 Stanley Lester, President, was elected in January 1944. The local has had women on the Executive Board and a woman Recording Secretary, but somehow no women officers at present. Had a woman on the Grievance Committee two years ago, but she left and no woman was elected in her place. President said that women were more punctual than the men. He is going to try and appoint 50% women on all committees. They are rather lax in attending meetings.

#61 She feels the men have slipped over a lot of things on the women, and the women, in general, are not satisfied with the union program toward women.
(Mrs. Mame Jenkins - Member) (Miss Ada Williams - Rec. Secy.)

#36 Mr. Hart sees need of reaching women but says they do not attend meetings and it is difficult to get at their problems.
Atwood and Bartee both recognize the need for educating the women but did not seem to have much idea about what the union could do. They both thought that to add a woman to their staff might help..

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Emma Dalby says that the women have not thought about the union in terms other than pay and settling complaints. Only about 4 women take an active enough interest to attend meetings. The women who have been in shop longer know that they got their wage increase thru the union. She herself, went to work in the shop 8 years ago at 25¢ p.h.

#14 Union officials stated that company preferred to hire girls from country who are hard to organize and interest in union activities. Women think they will not be in shop permanently so it is difficult to get them to take initiative, or to act as shop stewards and on committees. They fear discrimination against them if they become active. They think others, not active, are promoted to better jobs and shop stewards held back. This feeling has grown as there were 25 stewards involved in a NLRB case in which the union charged that the company fired them for union activity. Nineteen of the 25 were ordered reinstated but all but 4 had gone to other jobs by the time the order came so only 4 were reemployed.

Union does not seem strong among women employees. However, the women, who are active seem to be firm and going ahead. They report that they intend to take up some complaints that have come up about the women's wash rooms. Conditions are unsanitary and the number of toilets insufficient so they will request additional facilities, and maid service.

#10 Women all "believe in the union," Mrs. Cain said. They felt that the union has dealt with the management quite well and they know that they get more than is paid at so many other plants in Milwaukee.

#30 Mrs. Alice Travis, President, stated that they held an election in December - 1943, and that all women officers were elected and installed in January, 1944. She is quite young, but very enthusiastic about being elected President. She knew of no committees in the local. "Just give me time, and we'll have committees." The local is not affiliated with the County CIO as yet; it was organized in 1942, and had its first contract signed with Electro-Voice Mfg. Co. in 1943. It seems that the local had a reorganization program because when the new officers took office in January, 1944 a new set of books was procured and they began with a clean slate. Formerly, they had a man for president and evidently he did not set well with the women. (More power to them.) She stated that they now have a 30 minute lunch

Agnes O'C

#30 Marth McGrue (Steward) and Clara Benzer (member) worked in the small plant. They are thrilled with the new president and feel that the local will progress under her leadership. You see there is practically no man problem with only 5 men to 325 woman.

#20 3. Mrs. Duffey, Chief Shop Steward, stated that the men wanted the women on all committees but that the women took too little interest. Mrs. Paege, a member of the Election Committee, said that the men were good politicians and the women were not. She said the women were just not interested so much.

#34 So far not much attention has been paid to the women who are working, by the union. Agent could not get the names from Financial Secretary or President so none of the new women were seen.

#26 UAW - CIO Indiana

#26 Mrs. Davis, President, was a very fine young woman who worked at plant 9 years. Had been Vice President for three months when President was drafted, Union knew this and wanted her to have three months training before he left. She attended U.A. convention in Buffalo in 1943. Another woman attended Education Conference of U.A. in Chicago in February, 1944. Mrs. Davis was on the Bargaining Committee from the beginning. Prior to organization in the plant she was active in the Company union. In January, 1944 Union and Company were negotiating a new contract when suddenly the President of the Company passed away. A new President was appointed who knew nothing about contract negotiation and asked for deferrment. Union understood his handicap whereupon Mrs. Davis drew up a settlement with some changes in contract. New President and Union signed it.

#24 4. Miss Kemper, Shop Steward, reported that there were often only 3 or 4 women and around 100 men at meetings of Local. She did not think many women had attended the meetings for new members arranged by the educational committee.

#65 (Was very difficult for agent to get names and addresses of women union members. Hod Carriers said they did not have up-to-date addresses, Boilermakers also did not have but gave names and referred agent to Employment office of company where two addresses were secured, one incorrect.) Painters said they did not have names and addresses, Plumbers said none of their women members were active, except Virginia Ainsworth and a couple of others whose addresses they did not have.)

Virginia Ainsworth thought the union gave them protection and better wages. She said that most of the women in the plumbers union were just not interested.

Lucy Sloan said that she did not know much about the contract. She did not know whether seniority was the same for men and women. She had not been to a meeting at all. She had never been told when and where meetings were held.

(Virginia Ainsworth - Shop Steward, Plumbers Local) (Lucy Sloan, Member, Boilermakers Union

#69 L. E. Clark stated no special program for women.
Fred Gauler said no special program for either men or women.
Martha Taylor stated there is no other activity except routine local business.
D. Ebersole said they work too many hours a week for any extra activity (lot of overtime)
N. Wagner stated no definite program for women.

#32 Mr. Loftis thinks it is important to educate the union membership and for the Local to undertake program that will meet the needs of the women.

Mr. Asman said that women were more reluctant to take responsibility but when they did take jobs in the union they were better than the men.

#33 Opinion of interviewed women as to adequacy of union program regarding women: Women interviewed did not know what else union could do. Said that many women had not worked before and did not understand, did not attend meetings or want to take responsibility. They felt that the union had done something for them by getting the increase in starting rates, all women getting back pay as they had started at 50¢ per hour.

Before the contract was signed union was not in position to do much, Helen Ford said.
#62 Now it is new and as yet things are not straightened out inside the shop. The contract does not call for closed shop so they are trying to get all of the employees signed up. Miss Galloway and Mrs. Mitchell and Miss Reed said that there was much to be done but the union is just getting under way since the signing of the contract.

Some of the girls who came in the hall to pay dues said they had not seen contract and did
#62 not understand whether they had closed shop, etc. Esther Reed, Ragon Galloway and Mr. Mitchell said that there were many things to straighten out in the shop, many complaints that would have to be taken up, etc.

#27 Mrs. Mabel Wright, Steward, a former member of Ladies Garment Workers Union, ran for Chief Steward, but was defeated. She heard afterward that the men did not want a woman Chief Steward, but she is a very fine and understanding woman, and she felt she knew a lot more about bargaining than the man who was elected. The men were not favorable toward the women at first, but now they have become accustomed to more women in the plant and they get along quite well. Mrs. Wright wrote a letter to the Executive Board about having women serve on more committees in the union and have the various committees function, also to have women delegates to Central CIO Council and bring in reports, pay the delegates if necessary. She has the right idea.

She said that the women had difficulty in getting recognized on the floor
#25 at the union meetings and the men would laugh at them and even boo them. Anything that the women wanted to bring up was put last on the agenda and by the time they got to it many had left the meeting. - Mrs. Jolliff

Wilma Kizer stated that she had been very active in the fight against the men and Committee who had opposed the women. It seems that the Committee had her fired after a dispute in the shop between her and another girl and she filed a complaint with the WLB. A hearing was held and she was ordered reinstated with back pay. $700 back pay was paid her by the union.

Elections were taking place in the Local on the 2nd and there is much excitment among both men and women. Wilma Kizer is running for a place on the Committee and the women seem to be divided either strongly for her or strongly against her.
#25 Some of the women are also very strong in their opposition to the re-election of the present committee, calling them "rats" because they have given preference to their friends in the shop instead of applying the seniority rule fairly. They hope to get a new committee or at least to get some new members. At the same time they give due credit to the present committee, recognizing the gains that have been made.

#57 Mr. Huck seemed interested in trying to get women to be active as they come into shop.
(Alfred Huck - President)
(#57 IAWA AFL INDIANA)

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Women interviewed said they had joined the union and paid dues. Said they did not know where meetings were held and were not given anything (when asked if they had seen contract.) They do not know anything about the union. They said they were pushing rather heavy trucks around and that they lifted grinders which were very heavy. They did not complain--said they liked the work.

#40 Tried to form a girl's council which would be responsible for women's problems but only 18 girls responded.
One woman member was on city Child Care Committee.
Monthly newspaper published and distributed by Local.

#19 U F E M W A C I O ILLINOIS

President has a very good attitude toward the women and seemed to be handling their complaints very well, but he has too much to do outside of the shop to give much time to Union affiars. He claims that Financial Secretary Treasurer (woman) does not cooperate with him. (She doesn't notify him of those behind in dues, etc.)

#71 Matchey and Erhman both said that if women were elected to Ex. Bd. would result in much jealousy on part of other women. Matchey said had more trouble with women stewards than men, due to jealousy and said dues dropped off when they were elected.

#23 UAWA - CIO Indiana

#23 Miss Vera McKenzie, Bargaining Committee, stated that the men resented the women coming in doing men's work, but now they cooperate. She served as Steward for over two years. Men wanted her for Bargaining Committee but she refused, however, they finally convinced her to run this year and she was elected.

#23 Mr. Guthmueller stated that he had tried to get more of the women to run for office but they refused.
Sally Orkowski said that the Union "had done nothing" to encourage women's particiaption.
Miss Wangren said "It is very hard to interest the girls in the Union. They say, "Well, I won't work after the war."

#23 Mr. Jensen, Financial Secretary, stated that Mr. Hughes and himself will be out of office next month. They had tried to have the women run for office, but to no avail. Women are good paying union members.

#32 Mrs. Maybee stated that most of the women in the shop think of the union in terms of pay--if the union gets a raise for them then it is O.K. but otherwise they do not appreciate the value of the union. They regard seniority as important and look to the union to guard their seniority rights.

3

0068

#61 I.A.M. A.F.L. Illinois

The women have organized a bowling team. All the officers are women, that helps to create interest in the union. (Woman steward.) She cited one case of pregnancy; the woman had 3 months leave, called up and was given 3 more. Steward thought she could have had more if necessary.

#63 I.A.M. A.F.L. Wisconsin

Myrna Harder: (Assistant Editor.)
She is associate editor of local monthly publication "Beacon." Stated the women's page was published in the last few months. The men were not enthused about the idea but a few women were able to convince them to try it out. She hopes it will become permanent,

Men resent the influx of women in the plant, but they cooperate with the women. If the women would go to the Union meetings and know what is going on she felt they could get much more out of the union. Many married women are just waiting for the war to end so they can stay home and not have to punch a time clock, she said.

#63 The recreation helps materially to interest the younger women. No one can join any activity unless he is a member of the Union. The Union gives many free dances and serves refreshments in order to interest the members. In her department, inspection C.7, there are 150 men and 250 women on all three shifts. Men are more ambitious to become supervisors; women generally do not aspire for those jobs, altho in her department there are women supervisors. - Louise Andritsh - Steward

Anna Asmann: (Steward) #63 I.A.M. A.F.L. Wisconsin
She was on the contract committee for two years. At the last election another woman ran beside herself. The result was that both women were defeated. She said a woman should be on the contract committee and the men are "fairly fair", but a woman's point of view is very important.

#63 there are only about 10-12 women who are active in the Union and if the women would come to meetings more and make their wants known the union could do much more for them. She figured the women must be satisfied. - Betty Dressler - Steward She said

#63 #63 I.A.M. A.F.L. Wisconsin

Mr. Schroedter: (President)
He was interested in making provision for eliminating the women way back in 1941. He stated pregnant women should quit and stay home and take care of their children and not come back to work. Generally he was somewhat prejudiced against women altho he claimed the union is working hard to raise the women's rates and reclassify the jobs and get away from the term "Women's jobs and Men's jobs." - Mr. Schroedter, Pres.

#63 Recreation Program consisting of Women's Base Ball Team
Women's Volley Ball Team
Women's Basket Ball Team
Women's Bowling Team
These teams have won many trophies which were on display in union office.
At present a "Pin-up-Girl" contest in the plant --all these activities appeal to the younger girls.

They said that the women were reluctant to take responsibility in the union and that they did not participate in the meetings so well, though betternthat formerly.

#28 Vice President said that the increase in the number of workers in the plant during the war period had brought in many new members who do not know what the union has done and are therefore not so interested. He said that some come from the country and not having had much cash before they think they make good money.

#43 Generally speaking women do not take the trade unions seriously. Many do not expect to work after the war and they are not union minded. However, they have some very fine women in the various locals and IAM is on the lookout for promising timber as organizers among the women. So far none have materialized. – Harley F. Nickerson, V.P., IAM

The Labor Management Committee has the following sub-committees:

#48
- Safety, Fire and Good Housekeeping in the plant
- Publicity and Radio News
- Plant Efficiency
- Transportation
- Bond Committee
- Absenteeism Comm.
- Suggestion "
- Poster "

The Labor Management Committee has two co-chairman; one from management, one from labor. Each sub-committee has two-co-chairmen; one from management and one from labor, each alternates in presiding.
The chairman of each subcommittee form a Steering Committee to which they report.
The Company gave a dinner in the plant using cafeteria, the office force serving for the Labor Management Committee on May 9th. The Chairman of each committee spoke, including two women who were chairman of their respective committees.

Mrs. Lynn, an older woman, who has been in shop about a year, said that the spirit of the U. E. was fine and that the men really fight for the women.

#40 UERMWA CIO INDIANA

#40 Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Women interviewed thought the union program as was adequate as far as they knew. They said that they had tried in every way to get the women to take more interest but that it was very hard to do.

#100 Mislove - Reported that activities were planned to interest the young girls. A club has been organized with a program including collecting cigarettes for service men, writing letters to service men, opening a canteen for use of members of Coast Guard station which is near, entertainment groups for Veterans' Hospital and informally have discussed legislative problems and consumers' problems.
One girl is to be sent to workers school this summer.

#39 Miss Parsal said that the UE "did a good job for the women." She did not have criticisms of the program. She said that the women did not object to working 7 days a week (56 hour week with 1 Sunday off per month) as they liked to get the overtime. Also many have Sons in service and want to do all they can to help in war effort. The hours are from 7 am to 3.30 p.m. on day shift and this gave time in afternoons for other things.

(Miss Kay Parsal - Member)

Attendance at union meetings:
Poor. Attend pretty well from some plants but on whole attendance is poor for men and women. Attendance at meetings of plant units is some better.

#31

Union program for increasing women's participation in union activities:

(See fuller remarks on next page)

Cooperating with Political Action Committee of State Industrial Union Council which includes women's problems in political action program.

#1 No special program reported by persons interviewed. Women's participation is thought of in terms of attendance at union meetings and activity in plant.

#42 Miss Durham and Miss Ewers said that the union had done so much to improve conditions but that many women do not attend meetings and do not understand that the union does do. Rec. Sec. Fin. Sec. They do not seem to have thought of ways in which the union could reach the women or of the need for program other than to handle grievances and wage questions.

#105 Mrs. Gigl said that the women in the plant all felt that the union leaders have been very alert in protecting the interests of the women and have great respect for their integrity. of the women. She said that if the company did put women on the machines there would be trouble as the older women in the plant who have the most seniority would not agree to younger women who have less seniority getting more pay than they did.

(Mrs. Stella Gigl - Shop Steward) (Mrs. Beatrice Bittner-Shop Steward) (Mrs.Cain-Shop ")

#46 Alice Cox said that the men in the union discouraged the women who had participated. She said that the women had tried but the men did not want them to so they had decided that all that was wanted was their dollar. Mrs. Dora Fisher said about the same. They said that the one women they had had on the Bargaining Committee at one time was good but the men did not want them elected. Mrs. Fisher said that the Financial Secretary was asked about a woman being sent to the Chicago Educational Conference but he had said it was all settled--that he and two other men were going.
(Alice Cox - Union Member)(Mrs. Dora Fisher - Union Member)

#42 Persons interviewed did not report any special program they had had to try to reach women --except recreational activities. - Scales - Pres., Miss Durham, Rec. Sec. " Ewers - Fin. Sec.

#42 Miss Durham and Miss Ewers said that the union had done so much to improve conditions but that many women do not attend meetings and do not understand what the union does do. They do not seem to have thought of ways in which the union could reach the women or of the need for program other than to handle grievances and wage questions.

#41 Mrs. O'Bryant (former shop steward who attended last UAWA Convention) said that she had been active in the union and tried to do all that she could to push things for the women but that there had been some friction and the women had decided to "leave it to the men."

(Mrs. Helena O'Bryant - Member) (Miss Mary Baker - Member)

#41 Women interviewed seemed to have accepted the provision in contract that they would go back to sewing department after the war. They worked in that department so have protection. They thought the union was seeing to it that they had the same seniority protection as the men at present time.

women would take more interest in the union much more could be done for them. Women are nominated for office but will not accept. She said if the - Isabel Abrams

#48 Mrs. Alpha Counts worked with the auxiliary for six or seven years; has been to several UAW Conventions. She stated the women let the men lead them around. Union meetings were better attended by women when they worked the five day week. They have had two alternate committee members. Women are nominated but they won't accept.

#48 Mrs. Saferight stated the union was helping the women; if the women would only do a little something to help themselves. Union has had women shop stewards but in last election no one would run.
Miss McNeeley said there was no special program for women. Whatever gains were made were made for men and women.

#49 The International Union at present is conducting in Waukegan, Illinois, a school for union leadership. This local sent one woman for four weeks ---the local paying her expenses and salary during that time. The local is contemplating conducting classes for women stewards.

#43 Mrs. Ragsdale felt that the men were not concerned about the women's problems in the plant. She said that there should be women stewards and that the men stewards they had had in her department did not do anything for them. She said that the women were like herself, "dumb" and they did not understand the contract, how the seniority provisions worked out, etc. She is a very bright young woman. Agent told her of plan UE representative had reported for St. Louis region (women to be elected by various departments in plants and sent to school with time paid for--) She thought that would be excellent, that women would respond and that it would make a great difference in the plant to have women who had had some training come back in plant and take more active part.

(Mrs. Juanita Ragsdale-Union Member)

Mrs. Patton said that the women did not take as active part at meetings as the men. She felt that the union had done a wonderful thing by having an agreement which took care of seniority as there would have been so much partiality shown if there had been no union when the lay-off came. She said that the union gave her so much more help than the Red Cross did when there was a flood here, which rose nearly to the ceiling of her house.

(Mrs. Pearl Patton - Union Member)

#43 Mr. Sterneman said that men in plant rather resented women coming in at first.
Mr. Sparrow said that most of the women were women who were there for the money and that they were not interested in other things. He said that they knew the women would be there only for the duration (pace time work too heavy for women). He did not seem to have considered the women as possible leaders in the union at all.

(John Sterneman -Fin.Secy.)

#43 <u>Union Program for Increasing Women's Participation in Union Activities:</u>

Nothing reported except recreational activities --bingo, etc.

#46 She felt that the men did not want the women to be active. All women interviewed said that the union had done much for them. They began work some years back at from 18¢ to 25¢ per hour and the union has been able to get wage increases. Also many grievances have been handled successfully. All of them felt the same about the women's rate of pay.

(Mrs. Nellie Snowden - Union Member)

#47 Jesse Payne --No program for either men or women.
All the women stated there was no program to interest women. The men constantly urge the women to come. Meetings are held on Sundays. They work 6 days a week. Women attended better when they worked a 5 day week.

(Jesse Payne - President)

#39 Mr. Schaff said that there had been no special program for increasing interest except in recreation field. Have had women's bowling league.

#31 President felt that the union had not done anything to educate the membership. He thought that it was difficult as many of their members come from the country and expect after the war that they can go back to farming if there are no jobs. Also the union has lost much of its leadership through the draft and these men who do not feel themselves to be permanent industrial workers are not interested. The younger members are only interested in getting the money and spending it. He said that the International UAW Educational Staff member has promised to come in and help work out a program.

The older women say that the men have never done anything for the women. They are dissatisfied about the unequal pay and the seniority and feel that there should be women on the Bargaining Committee.
The younger women interviewed think the program inadequate but that the women won't take interest, attend meetings, etc. They agree with the older women on the equal pay and seniority questions but think that none of the women are capable of negotiating with G.M.C. at present. They are cooperating with the Political Action Committee of the State CIO Council which is including women's problems in the Political Action program.

#46 Mr. Fisher, Mr. Wood, and Mr. West seemed more interested in having the women participate in the union but the other men interviewed did not.

(E.W.West - Chmn.Bargaining Comm.) (Bernice Wood - President) (Mr.L.O.Fisher,Recording Secy.)

#48 47 She feels the officers could do more for the women. Practically a whole new set of officers were elected in the last election. She hopes they will do better by the women. Miss Fern Adkins

#47 Fern Adkins stated there are 18 women welders, and they are very much opposed to the unequal pay. She spoke for equal pay for women as against a straight 10¢ hour increase for all women at the meeting when the vote was taken. All women working on men's jobs resent the unequal hour rate. She feels union could do more for the women. Isabel Abrams feels the union has helped the women a lot, but they could do more. If the women would only come to meetings and do a little for themselves.
Mrs. Counts stated if the union would secure equal pay it would solve a lot of misunderstandings and unrest among the women. Women feel proud of being able to do men's work, after working a while, they don't like it because of the unequal pay.

(Mrs. Fern Adkins - Ex. Bd. Steward) (Mrs. Isabel Abrams-Chmn.Collection Comm.)
Mrs. Alpha Counts - Chmn. Entertainment Committee

#49 In this plant since the war, women have become 50% of the employees. The women who worked on this contract and signed it, have become inactive, too busy with other things. He felt the women accepted the good the Union has done for them, but are not willing to accept any responsibility in the Union. Women will serve as stewards for a while then give it up. He was pretty disgusted with the women not being interested in their own good and not become more active in the Union.

#44 **Union Program for Increasing Women's Participation in Union Activities:**

Have not done anything especially to interest women. Now beginning to plan social affairs for members.

#65 Miss Cichucki stated the rates for the women are too low and she feels the union could do more than they are doing for women. (Miss Cichucki - Steward)
Miss Maciolek said the union has helped both the men and the women. Union is good, but the women's rates are too low. (Miss Maciolek - Steward)
Miss Turdo and Miss Bleich said they received 5¢ hour increase as all the others in the plant (WLB ruling, March 1944), but they felt it was not enuf for the women because their rates are so much lower than the men's. Union is good for the workers.
(Misses Turdo and Bleich - Stewards)

#65 Mr. Dellman: (Head Steward)
Was very cooperative, and gave agent names of the four women stewards. They hold plant meeting, have own officers and belong to Local 66.

#49 He stated whenever any of the 6 men on grievance committee are absent or on vacation, women are appointed to serve in order to give them experience and training in grievance procedure; too many, however, refuse to serve. There are many fine and able women in the plant. - Mr. Shantz Pres

#49 All three of the women stated that the union had done a great deal for the women. The 15 minute rest period was not always given, now the rest period is a contract provision. They stated that several women have come back to work after maternity leave and seniority had accumulated during their absence.
If the women were more active in the union, much more could be done for them, they said.
(Mrs. Sophie Soltys - Steward)

#69 Mrs. Thom (Fin Secy) said the union has improved working conditions; the foreman are more decent since organization; there have been wage increases thru the union; and there is a way to handle grievances.
Cummings (Chief Steward) said women think union has secured wage increases and handled grievances. Skibba believes in the union. Said that the union had secured raises in wages and gave "someone to back them up." Did not seem concerned about seniority question.

Zimmerman: the interest of the women had been increased by letting them know about disputes that came up and what the Union did about them. Also she said the stewards
#69 did good work in handling grievances. (Rec. Secy) (Woman)
Thom said that handling grievances well kept up the interest of the women. (Fin. Secy) (Woman)
Weidman stated that women were encouraged to take part in union activities. Expect to send one woman to National UAWA Convention. (Pres.)

She said if the women would take more interest in the union much more could be done for them. Women are nominated for office but will not accept. - Woman Committee Member

#47 5. Woman who worked with the Auxiliary six years, has been to several U A W conventions. She stated the women let the men lead them around. Union meetings were much better attended by women when they worked the five day week. They have had 2 alternate women committee members. Women are nominated but they won't accept. Men have fought the idea of women being employed on men's jobs. Only within the last year women have been put on men's jobs. She knows the unequal pay situation is cause of a lot of trouble. And it would be a wonderful thing if the Union would eliminate it. The Union has however done a real job in the plant. In 1929 she began at 19¢ an hour after six months she got 21¢, after another six months 23¢.

#57 Mr. Huck said that he intended to try to have women on all committees. He said that the Constitution of their International requires that where Negroes or women are employed in plant they shall be represented on Bargaining Committee so he hopes to have at least one woman on this committee.

#64 Angeline Macak said there is not much of a program for women if any. It is a very small shop and the men just take it for granted that women should work for less hourly rates even tho on men's work. Union could do more for the women.
(Angeline Macak - Steward & Bargaining Comm.)

#64 Mr. Krebs - No special program for women.
Angeline Macak - Occasionally a party for employees of the plant given by the union, dancing and refreshments free. Krebs - Chief Steward; Miss MACAK - Steward & Barg. Com.

#59 Lillian Foster said that after the women won the equal pay program the men accepted the women on an equal basis. (Lillian Foster, Rec. Sec.
Grace Irvine feels the women have seniority, vacations, equal pay, etc., and is an adequate program. (Grace Irvine - Examines new applicants
Phyllis Power stated there is no special program for women. Men and women share the same benefits from the union. (Phyllis Power - Safety Comm., Chmn. Entertainment.)

#58 Florence Alders - Rec. Secy. and Steward. #58 I.A.M. AFL Indiana
Stated there are more men in her department and she takes up men's grievances as well as women's. There are men and women in all departments, so that every woman steward has men in her respective department. She said that the union appoints stewards according to qualifications, not sex; both men and women must prove their worth to qualify. Men accept women stewards and get along fine.

#58 Dorothy Davis - Labor Management Comm. MEMBER Former shop steward. #58 I.A.M. AFL Indiana
A very fine young woman, "personality plus." All whom I visited spoke highly of her. She instructs on various jobs. Prior to working at the plant she was very much against unions, admitting she had believed the newspapers. Upon employment at the plant she realized the necessity of a union and has become an active, staunch union member. A large majority of the women don't take the union seriously, she said, lax in attending meetings (men the same). When things run smoothly in the plant no need to attend meetings they say.

#59 <u>Union Program for Increasing Women's Participation in Union Activities:</u>

Mr. Pruitt - No program
Lillian Foster - Rec. Sec. - If union runs anything special the women are on the job. But there is no special program for either men or women.

#56 All women interviewed and also Mr. Simpson said that the union had done nothing for them. They said that most of the people in the shop had dropped out. None of the women interviewed were paying dues now (Check-off is in dispute and before the WLB). Mrs. LeMaire and Mrs. Ditterline said that the union called a strike and they were not told what it was about. They do not think the men in the union care whether the women's complaints are taken care of or not as they are satisfied with their own rates. They said they did not go to meetings. Mrs. Ditterline had been more than others. Said she had been when she was only woman there.

4. WORKING CONDITIONS -

Wage increases
Facilities for women
Safety
Plant Feeding
Rest Periods

Miss Skiva:
She worked at plant four years, Stated a woman was on Executive Board for two years (election every two years.) When they first organized very little was done for the women. Men would receive 5-6¢ hour increase whereas the women would get 1¢ increase. #67 She is steward of of the Coil Dept., a distinctly women's job. In her department women progress to the highest rate and stay there. In the last few years the union has done a lot for both men and women. The men help the women in heavy lifting and co-operate with them in every way. She spoke of a woman friend in another plant who has equal pay and the men refuse to help her saying, "Well, you got equal pay, do your own lifting." She felt women cannot do their own heavy lifting, equal pay or not.
(Miss Elizabeth Skiva - Steward)

Miss Clarice Cizewski-Steward -

The union organized a recreational program three months ago. (Men have always had it.) Two women are on the committee. They have outings, hikes, golf, baseball, bowling-- #67 expect to take up tennis and dancing lessons. She was very interested in that activity and said it created interest in the union. Also interested in the equal pay hulletins and ordered extra copies for her department.

The local had one woman on Executive Board last year. She stated the men don't want women there. Men say they just don't fit in and that more business is done over a #67 glass of beer than in meetings, and if Ex. Board has to go to WLB hearings or to conventions, women are simply in the way. She tried hard to get some women to run for the Ex. Board. A former teacher accepted Rec. Secy. office with no opposition, which means election. She had her in mind for the Ex. Bd. but she would rather serve as Rec. Secy. and that may be will be the stepping stone to the Ex. Bd. The Board is very important in this local because it serves on the Contract and Bargaining and Grievance Committee in the plant. Any committee work in the local is taken care of by the Ex. Bd., in fact the Executive Board is the "main works." The Board has leadership in the plant and you simply cannot buck them.
(Mrs. Alice Baesemann - Steward)

#67 Mrs. Baesmann, Steward- said the union has accomplished a good deal for all of them, but she feels they could do something about eaqual pay for women.
Miss Gizewski said the union is doing a good job. The recreational program is proving a source of fellowship. But the union should get the women equal pay.
Miss Skiva stated the union has brought about much better working conditions. Wage rates for women were very low before the unionization.

#66 Mrs. Kiel, Steward:
Her department is not well organized and she only takes up grievances of the Union members. The former Shop Committee were not as considerate and helpful to the women as the present committee is. They have the respect and cooperation of the membership.

Miss Steinbaur, Shop Chmn.
#66 Formerly a steward, working at plant 3 years. She was appointed on Shop Committee to represent the women in negotiating a new contract. She was elated at being selected and said she would work hard for the women. A very fine intelligent, not too young woman. She felt if women had equal pay they would be more apt to join the union. Married women don't want to join because they expect to quit when the war is over.

Mrs. Miller:
#70 Has worked in pre-packing for a year and now makes 67½¢ per hour. Said that in June the women requested a 10¢ raise and due to delay and also to failure of company to pay back pay on a 5¢ previous raise all of the women (except) had a day's walk-out. They succeeded in getting a 5¢ raise and also the back pay.
(Mrs. Lucy Miller - Member)

#105 No special program reported by any of persons interviewed aimed at increasing interest of women as distinguished from men. Educational Committee program has not had as much response from women as from men. One reason women do not participate in meeting more, Mrs. Cain Said, is that they do not know Parliamentary Law and that they are not accustomed to speaking. Educational Committee has a class in Parliamentary Law but Mrs. Cain was the only woman who attended.
Mrs. Cain was sent to the UAWA Educational Conference in Chicago.
Union Publications Committee gets out a union newspaper which is distributed to all members.

(Mrs. Evelyn Cain - Shop Steward)

#102 Dricken - The reason men don't encourage the women to participate more is that they "are afraid that the women will get the upper hand."

(Miss Eunice Dricken - Member)

Esther Meyer:
Works in Service Dept.--gets up orders. Said that she did not know much about the union, was not on Bargaining Committee and did not know much about jobs in
#103 other departments. Did not understand contract and had not seen Job and Rate Sheet. (Esther Meyer - Fin. Secy.)

#70 Mrs. Miller said women give union credit for having secured wage increases, handling grievances, etc. Some get disgusted at long delays.
Marjenka--"Women have no voice" in affairs of union.
Meilinger--Is "satisfied". Says union just got a raise for women.
Laestico-- Did not express any dissatisfaction. Husband in service and she will quit after the war.
(Mrs. Lucy Miller-Member) (Miss Eleanor M.Mailinger - Deputy Steward)(Mrs. Aileen Laestica Member)

Women interviewed seemed to blame the former president and the older men in the plant for failure to get equal pay on packing, tractors, and crane jobs. (This does not
#106 affect majority of women who are on sorting washers and where women are employed except old or handicapped men).
Women interviewed seemed to have confidence in Stone.

Dietrich --Women have gained equal seniority rights through the union. She said women were rather disgusted at the delays but thinks that the new president may be able to improve things.

Miss Steinbaur said the union has accomplished many things for the women. She hopes the new contract will provide equal pay on men's jobs.
#66 Mrs. Kiel said the union men cooperate with the women. The main issue is not having equal pay. The program now is to rectify that problem.
Mrs. Tosch said the union is endeavoring to interest the women; is working to secure equal pay for them in the new contract.
Miss Mueller said if women would attend meetings more sha felt that many things could be worked out for them, such as athletic and sport program, educational program, etc.
(Miss Steinbaur - Shop Comm.) (Mrs. Kiel - Steward)(Mrs. Tosch - Steward)
(Miss Florence Mueller - Steward)

Mrs. Dutton said that they had tried movies but that it was not very helpful in
#101 increasing the interest of the women. - Dutton, Exec. Board member & Chmn. of Trustees Board
Mr. Schmidt said that they had had some educational features in the meetings.
Pres.

#100 Women participate in getting out union paper. (Copy attached to schedule.)
Women member sent as delegate to Chicago Conference of American-Polish Trade Union Council, May, 1944. -Miss Mislove - Bus. Mgr.

Miss Loeffler--Women all feel that the union affords them protection.
#104 Miss Czronta thinks union leaders handle grievances well and are interested in women's problems.
Miss Myer--The women "appreciate the union." Thinks men leaders in union want the women to get the rate of the job.
(Misses Myer & Czronta - Members)

Hahn--No special program aimed at increasing participation of women.
#104 Czronta--Women interested in union because they feel it is a protection against unfair treatment and because their grievances are handled by the union.

Mrs. Sarsky said that women were not active due to fact that turnover is high,
#107 some expect to quit after war, etc.

Martin said that many women were interested only in money to buy fur coats.

(Mr. P. J. Martin - Fin. Secy. (Mrs. Martha Sarsky - Shop Steward & Bargaining Comm.)

Sarsky says the women are not interested enough for the union to be as effective in their interest as it might be; that the union has secured wage raises, fairer treat-
#107 ment, etc. (She seems to be trying to do a very good job for the women in her position as shop steward and member of Bargaining Committee.)

#102

Dricken: "They appreciate the union."
Denny - The women in her department had a great deal of respect for Union representatives. She said they they have confidence in the committeeman and stewards and that when the women come to her with complaints she takes it up immediately with the steward and they usually get things straightened out rather promptly.

Mrs. Denny stated that women did not take responsibility so much. Some, she said, had home duties and did not have time.
#102 Mr. Christoffel said that they had tried to get women to run for office in the Union but it was hard to get any of them to do so.
Annie Wilke said that the attitude of the men in her department was good--that on the job they helped each other.
(Mrs. Denny - Committeeman) (Harold Christoffel - Chmn. Bargaining Comm.)
(Miss Annie Wilke - Guide, Ex. Bd.)

#102 Kurtz - did not seem to understand the contract or to know just what to expect of the Union. She questioned as to what would happen to the women's jobs after the war. Wilke- said the women were impatient. If company refuses on a complaint they just quit taking up their complaints. She said that if the company would cooperate with the union the women would participate more but the company discourages them.

(Miss Eunice Dricken - Member) (Mrs. Fina Denny - Committeeman) (Miss Mary Kurtz-Committeeman)
(Miss Annie Wilke - Guide, Ex. Bd.)

#102 Have special meetings to discuss women's problems in shop.
A club has been organized to promote work for service men. The club members are all girls. Activities program includes parties, dances, picnics, etc. A part of the new union hall is to be furnished and used as a service men's lounge.

#44 Miss Cornell thinks that union is strong enough to demand other things that would benefit women, the night shift bonus, equal starting rate.

Miss Witt thought that the union had done much for the workers in this plant but she is on 2nd shift and cannot attend meetings. She thinks that "men should get more pay."

Julia McGuirk and Eula Ellis both think that the union is not doing very much for the members now. They say that the Women Counsellor was put in the plant to kill the union and that the union president is weak and he works with the Counsellor. They say that grievances are not handled through the union but go through the counsellor. They think that the Grievance Committee does not demand and secure gains from the company as it should. However, they say, that the women are not active and it is very hard to get them active. Place most of blame on president -- "union used to be very good."
(Miss Julia McGuirk - Trustee) (Mrs. Gainnes Witt - Union Member)
(Miss Irma Jean Cornell - Shop Steward) (Eula Ellis - Former Shop Steward)

#45 Women interviewed said that the union had increased their wages since they began work in plant. They said that the men committeemen did not try to do anything for the women. One reason women are not more active is the fact that the men have resented the woman. However, there has been some improvement since the time they went into the plant.

#67 Organized a recreational program for women three months ago. Baseball, bowling, outings, hikes, golf, soft ball, basket ball.
Have had Christmas parties for members and children, dances, free refreshments, Expect to have tennis and a dancing class in the fall.

#45 Mr. Crouse seemed not to have thought of women except with regard to getting them in the union. Did not seem to expect much participation or to think it was necessary. Gillespie, Helms and Wilson reported nothing in this connection. Did not seem very interested in having women participate or to think it necessary.

Flo Hawes said men did not want them to be stewards and would say "You think I want a woman to represent men." She said if women were active the men just called them "hot-heads."
(Robt. Crouse - President) (Mrs. Flo Hawes - Member) (Mr.T.L.Gillespie-Fin.Secy.)

#63 Miss Asmann said more could be done for the women if they took more interest in the union affairs.

Miss Dressler said the union sponsors a good recreational program. The union does a lot for both men and women.
Miss Harder stated the union could do more for the women, if the women themselves would do something about it.

#68 Sally Orkowski Rec. Sec. does not think union committee is alert-does not fight in interest of women. When women take up grievances nothing happens. However, the union members do not give support to the committee.

#63 The Chief Steward said that the workers are becoming very impatient awaiting a ruling by the Director of Economic Stabilization. The company asked for price relief. Workers feel the union is not doing anything for them. Members are becoming lax in their dues, some are 10 months in arrears. The case has been in process for over a year and if the ruling would be given the morale of the union would be bolstered.

The women are very lax in attending union meetings and in taking active part at the plant.

#47 (Woman) Exec. Board Mem.: She feels the company could do more for the women. Practically a whole new set of officers were elected in the last election. She hopes they will do a better job by the women.

#49 Chas. Killinger, Int. Rep.: He said that the International Union is conducting classes in leadership and he sincerely hopes the women will respond and that much good should come out of that educational program.

#59 Grace Irvine, an old time worker in machind shop, was very cooperative. She stated that generally women take as active a part as men in the union.

#58 Miss Dorothy Davis, Labor -Management Com. -- stated that no special program for women. She said local puts up $5 to be distributed by lost a union meetings. If a member is drawn and the member is not present the local adds another $5 each meeting until a member is present whose number is drawn. Sometimes a $25 bond is distributed in this way to stimulate union attendance.

W.J. Layton said that there is no special program for either men or women.

#58 Dorothy Davis stated there is no definite or special program for women. She felt the union had done a good job on equal paym seniority, and especially the vacation plan.

Ruby Fetzer, Steward, said that when the president appoints any committee half of them are women and they serve very well together. She is satisfied with the present set-up, but would like to see the women take more interest in the union.

Florence Alders stated that the union has done very well by the women, but improvements can be made here and there. All three women said women were on the job in the plant, but were lax in local meeting attendance. Union has resorted to door prizes to encourage better attendance. (Rec. Sec.)

#66 Mrs. Tesch - Steward - No program for either men or women
Mr. Ralph Uaczwski - Chief Steward - No program for women.
Mrs. Kiel - Steward - Union runs a dance occasionally to interest non-union women.

Comment: (Leonard Edwards-Trustee & Chmn. Grievance) #66 I.A.M.-A.F.L. Indiana
Mr. Edwards seems to have the attitude that women have to take more interest and at least take up their complaints. He says he has talked to some of them about things he knows he could get settled but some of them just won't complain.
*Mrs. Simpson said that she and another woman were asked to operate three machines instead of one for the same pay and that they took up complaint with union but the union had not prevented this. They quit but they went back and operated the 3 machines. She dropped out of the union.
#56

*Mrs. Simpson - former member.

#60 Martha Taylor said the men have been swell to the women. In 1943 they did not ask for an increase for themselves, only for the women which was granted by the WLB of 5¢ an hour for women.
Naomi Wagner feels they have a good contract and was well satisfied.
Dorothy Ebersole said when things come up in the local union pertaining to women the men always try and help them.
(Martha Taylor - Grievance Comm.) (Naomi Wagner - Ex.Bd.)(Dorothy Ebersole-Ex.Bd.)

#60 Miss Naomi Wagner,Exec. Bd. Member, In order to qualify for steward one must be a member in good standing for two years.

#10 Novak, Pres.: He said, also, that the reason for fining members who did not attend meetings was to secure better attendance so that all members would understand actions taken by the Union, and all would vote on what is done. The majority are inclined to let a few run the Union and hot to take responsibility themselves.

Mrs. Jalanowski is more articulate and active because she has had previous experience in unions (Amalgamated Clothing Workers) and she has also attended the Wisconsin School for Workers. She was a delegate to the last Mid-Western Education Conference at Chigago.

#29 Stanley Lester, Pres.: The local runs entertainments to raise money for cigarettes for the service men, there being 1800 from this plant. Women help on this committee.

#61 Miss Williams worked 11 years and stated that the union has accomplished a great deal for both men and women, but the men usually take the best part of the bargain.

#17 Women's Offices: Most of the women seem to be agreed that they want a woman for president of the union and expect to elect one.

#60 Martha Taylor: She was a steward for five years. She heads a division with 10 stewards in the Division.

#79 The comments would indicate that this Union is simply a "Company Union" doing little for its members and nothing to educate them or draw them into active partiwipation in union affairs. -- Agant.

#22 Mr. Smith, Pres., stated that the men want woman to take a more active part. He has urged the women to run for office, but without success. He had a very fine attitude toward colored workers and there is absolutely no prejudice against either women or colored workers.

#23 Miss Louise Vleaminok,Sergeant-at-Arms, stated the men wanted her to run for office but she refused; however, they elected her Sergeant-at-Arms and she accepted it as a joke.

#35 Virginia Fox: Said the attendance at meetings was poor and that it was very hard to educate the members as there was a high rate of turnover, due, she thought, to the low rates of pay.

#24 Miss Kemper, Shop Steward: She is shop steward for her department -- not just for women (as at Studebaker).

#16 Woman shop steward said that women were quite active in the shop but that mot many were willing or had time to tkae much responsibility.

#55 Mr. Waters did not see the need for a committee to handle grievances ordinarily. He said he could handle most things better.

#71 Mrs. Gallagher said she believes in union. Seemed to have no criticism of job union is doing. Says union has to fight the company as no cooperation is given.

#75. Davis: a strong Union member but finds it hard to interest other girls who soon forget it when the Union secures benefits for them.

#72. Thinks Union could do more to get women advanced. Kelly - Shop Steward.

#72. Louise Cox - Believes in Union but thinks it should do more for women. (Shop Steward).
#72. Mrs. Albright thinks a good many women are influenced by the foreman and so they will not protest or complain.

Mrs. Catovina - stated that "we all know that Union is just a company union" and there is no use to take up complaints as they knew they would get nothing. She secured her wage increase by asking foreman. She had taken up matter of back pay with union steward which she felt was due her. She never could get this. This was due for time she worked for lower rate than she was supposed to get (She began at 71¢ and was supposed to be raised to 78¢ in thirty days but they made her wait four months to get the raise.)

#72. Miss Mallman, Shop Steward) Some of the officers are not interested but she is a strong believer in the Union. Says she "just somehow can't get up and present their problems at the Union meetings." Feels that the shop problems are so important that the problems of the office workers may not seem so much so. However, they seem very important to the office workers. For this reason feels they need separate meetings for office workers.

#77. Kiar - "The Union does not keep up very well informed through the steward system."
#77. Skyles - Women are interested in the Union as they feel they have more to gain than the men have.
#77. Other women interviewed feel that Union is fighting for them but that company is hard to deal with.

Union Member - from whom information (as to where Joe Zuch lived) was requested by agent insisted on agent's going to plant for information. He said "It is all the same. I am a member but it is just a company union."

Morris - Reported nothing done to interest women members except that they had had a couple of movies - two parties. The first party was held for all members but women, due to preponderances of men, did not attend and requested that they have one for just the women. This was done.

Elvira and Mary DiCenzo - said that women, new in plant, do not recognize what Union has accomplished. They question what they get in return for the money paid out in dues. The women who have been in plant longer know that Union has secured wage increases.

Mrs. Vassios - Union does not take up many complaints as individually people are afraid to take them up because they feel that company will discriminate against them if they do. Fear some way will be found to fire them.
Kappler - Women who were working in plant before war see benefits Union has brought - better wages and working conditions, seniority rights and fairer treatment. The women who are new in plant (since war began) do not see need of a Union.

The financial secretary - treasurer, was very active in the union. She had had previous experience in unions, had been active in the Amalgamated Clothing Workers. She said that the company was very antagonistic; it is hard to get concessions.

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0082

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

#91 Darling & Rossi - None. Steward inform members about Union affairs in plant.

Mary Bruscoli: - Union newspaper is of much interest to women. Also have a social club for members.

Bruscoli - Was very enthusiastic about Union and what it had done to gain equal seniority and wage increases, for women. She said the Union had put them on an equal basis with men. She mentioned also that the Union had obtained a schedule for rest periods and that now the rest rooms were not so crowded as when all went at one time.

#91 Irene Green - Stated that Union had done so much for them and she thought the other women women could give one night to attending meetings. (Miss Green - Steward)

#108 Joanne Kelley - Stated that Union had not had any program specifically directed toward the women. She feels that she could have made better use of union newspaper than she has.

Mischeau - said that they had had social activities, dances, parties and special women's meetings.

(M) Martin - is a chairman of the Women's Committee. She said that they had had two parties especially for the women which were attended by about 200 women. These were purely social affairs and the women felt freer to come but they are afraid to come out to union meetings, fearing foreman will find out.

Martin and Lasser - felt that one of the reasons that the union had failed to reach the women was that the company was very anti-union and foremen fomented much talk in mills against the Union.

(Miss Lasser, Steward) (Mrs. Kelly, Editor Local Union Newspaper) (Mr. Mischeau, Int. Union Rep.)

#108 Kelley - Stated that in her department many women were not interested in the Union. Majority are over 25 married women who have children, do their own laundry and housework etc. Also women feel they have temporary status so see no need to pay dues. She feels that Union leaders should have seen that women were on Grievance Comm. as this in the most important place to have the women represented. Of course women have not attended meetings or been active enough to gain the support needed to get elected. However, one woman was nominated as delegate to theU.S.A. National Convention and received a large number of votes, indicating that she received much support from male workers. Mrs. Kelley said she had tried to get men leaders to see that some women on committees and in office was the way to get more interest among the women.

Martin & Lasser - Say women do not, in general give Union credit for having done anything for them. They are not interested, do not attend meetings or participate in any way. They (martin & Lasser) have taken up complaints for themselves that have brought gains for other women but for most part women are afraid to take up complaints even where they are discrininated against by being held back while men with less seniority have been advanced. (Mrs. Martin - Steward)

#108 Mr. Towers - President of Local 65, stated that he did not know of any plans or programs of U.S.A. local unions or of the International which had been undertaken for purpose of interesting women, developing leadership among that group, etc. No women has been employed on the staff of U.S.A. for organizational or educational work. He had not heard of such plans as that of Union Counsellors in U.A.W.A. but was interested.

#66 She says they race and ruin the job and the men are quite concerned about it. They waht "to get while the getting is good," and don't care what happens to the job. She thought men reason more, think ahead, and stick together better. (Florence Mueller - Steward)

#101 Mrs. Dutton thinks the union has done a good job.
Mrs. Knocke--Women given credit to the union for getting wage increases, fairer treatment, and collective bargaining. They all believe in the union.
Mrs. Smith said that women all believe in the union.

#102 Annie Wilke mentioned recreational features. She said man encouraged women to participate but they refuse. (Miss Wilke - Guide, Ex.Bd.)

#68 Orkowski did not think the Union had done much atall for the women. They did get a 5¢ increase in 1942; also got rest periods and additional facilities for women.

Wangren and Hoffman said the union has enabled women to have their complaints taken up. Also, thru the Union, "we got improvement in our wash rooms."

#101 Tolliffee, Strazewski and Rejman gave the impression that the interest of the women and their activity was due to the good attitude of the union leaders and to the fact that they had secured wage increases, fairer treatment, that the "fellows had come in and fought for them" on their grievances and the fact that they had "learned new things thru the union."
(Misses Rejman, Strazewski, Tolliffe - Members)

#100 Berendt said that the union had got increases in wages.
Strazewski said that the union was wonderful--that it had secured fairer treatment, wage increases, etc.
Rejman said that the majority of women in the plant knew that the union was responsible for the fact that their wages had been increased; that the union handled their grievances; that they could now talk things over and she said, "we learn new things thru the union."
Mislove said that the union was trying to get the girls interested by meeting some of their needs, starting with the things in which they were interested.

#103 Engle and Doker said that old officers of union did not seem interested in women's problems in the shop. They thought that the new officiers might be some better.
Meyer and Wasniewski said that grievances were handled well and quickly.

No program for increasing Women's participation in union activities -

#103	#71	#76	#48
#70	#66	#75	#74
#65	#33	#107	#78
			#62

#35 Mr. Collins thinks that women and all of membership need education on union problems. He says it is difficult to get enough people to meetings to even carry on the business of the Local.
Virginia Fox did not feel that there was any prejudice against the women on the part of the men. Men were on heavier jobs and women on lighter generally.

#63 Julia Hart, Acting Steward, is business manager if Local Monthly publication. She is also Secretary of Blood Donors Committee.

#48 Mrs. White stated the union could do more for the women.

#41 Mr. Ragsdale said that the union was starting an educational program. Has not thought of women's special interests so much. (Pres.)

#66 Mrs. Mueller stated the men want her on the Shop Committee. She felt she had enuf grief being a steward.

Dorothy Davis (Labor-Management Comm.) ~~Indiana~~
#58 Dorothy Davis stated that there is no definite or special program for women. She felt that the union had done a good job on equal pay, seniority, and especially the vacation plan.
(Ruby Fetzer - Steward.)
Ruby Fetzer said that when the president appoints any committee half of them are women, and they serve very well together. She is satisfied with the present set-up, but would like to see the women take more interest in the union.
(Florence Alders stated that the union has done very well by the women, but improvements can be made here and there. All three women said women were on the job in the plant, but lax in local meeting attendance. (Union has resorted to door prizes to encourage better attendance.)
(Florence Alders - Rec. Secy.)

#58 (Miss Dorothy Davis - Labor-Management Comm.)
Dorothy Davis stated that no special program for women. She said local puts up $5 to be distributed by lot at union meetings. If a number is drawn and the member is not present the local adds another $5 each meeting until a member is present whose number is drawn. Sometimes a $25 bond is distributed in this way to stimulate union attendance.
W. J. Layton said that there is no special program for either men or women.

#10 The president of the Union said that they felt justified in setting their initiation fee at $15 as the wage scale and other gains warranted it.

#49 The Union has, however, done a real job in the plant. In 1929 she began at 19¢ an hour, after six months 21¢ and after another six months 23¢.-- Mrs. Counts.

#108 Mr. Towers, Pres., wanted information about what WPB would do to secure improvement in plant feeding services.

#77 In one department the foreman allowed only 5 minutes rest period for women and the amtter was taken up through grievance procedure and fifteen minutes allowed time was secured.

#29 Stanley Lester, Pres.: He stated that the union and the company negotiated pay for women while temporarily ill, that is, when they have to leave their jobs and lie down in the nurses office say for an hour or an hour and a half. Her rate of pay while resting is 80% of her base rate. Pres. also stated that 66.5¢ is practically the highest rate for women.

Mr. Watson, Pres.:
#67 He said the company paid very low wages prior to the unionization of the workers. In 1935 a Federal Labor Union was organized and in 1939 they transferred into IBEW. The union and the company worked out a job classification in 1942 (approved by WLB) which resulted in wage raises ranging from 1¢ to 23¢ per hour with an overall average of 12¢ per hour. He said union has made big progress; they had a 2% production bonus less than one year ago, now it is 10-15%.

#74 Patterson and Wilkerson - Working condiditions need improving. Women's rooms overcrowded, insufficient number of facilities for women, no lunch room and sandwiches brought in are of poor quality, not enough stools and women have to stand to eat lunch as men take off stools that are there, only one electric fan in machine shop and men take that off -- The Union has not put up a fight for improvements.

Wilkerson - said that Union President had been criticized openly at Union meetings for "playing up" to company and not pushing sufficiently in interest of Union members. Reported that "Men do not want women on the committee" and said that "women should be on the Committee." Stated also that she had had strong interest in the Union but she felt that not enough was accomplished. That the Union officers always said "Wait, wait" when women had complaints and that then a year passed and nothing was done. She said that when she turned in her steward's button last week Mr. Cypcar said he guessed it was best since she was the only woman steward.

#74 Patterson - said Union had stopped company from continually raising production quota. The bonus had been too low for the women to make gook money. The Union secured an increase in bonus rates so that they now can make good money. Also the Union secured vacation with pay.

#61 The company will not give releases to women on the inspection line. The hour rates are too low; 10-12 women inspectors were going to quit individually and stay home the required 60 days, then get jobs elsewhere. The company got very excited about it and would not let them out of the door. Now the Company and the Union have signed a joint request for increase on inspection jobs. A hearing was held by WLB in Chicago and Mrs. Jenkins was chosen to represent the women at this time. This happened a few weeks ago. The men said that the women had more "gumption" than they had.

(Mrs. Mame Jenkins - Member)

#20 2 a. The women interviewed all agree that the Studebaker plant is the best place to work in South Bend. Wages are higher than in other plants, the union is a good one, and the foremen are of the best type. The women did not know much about the departments other than their own. They report different starting rates for inspection, welding, packing, etc. They rpported two cases of women beginning at 70¢ and 75¢ p.h. and that in aviation women were not beginning at $1.05 p.h.

#20 b. Mr. Burgoyne reported that there had formerly been a training program and that it took 6 months at that time to go from the starting rate of 80¢ to the top rate of $1.05. He said he had been able to change this so that the top rate could be reached in 30 days.

#103 All of the women interviewed recognised the fact that the union had got them wage increases, but they do not think women's wages are high enough.

#107 Olson said that union "secured raises for them"; that she had been satisfied with the 80¢ rate offered her on set up job as she had no family responsibility but union steward, Mrs. Sarsky, had taken up her case for equal pay.

#30 Mrs. Alice Travis, Pres., stated that they now have a 30 minute lunch period and are being paid for 8 hours work. In the small plant they work one shift and "kids" come in after school and work until 9 p.m.

#66 Mrs. Mueller, Steward:
Worked at plant four years. A lot of improvements during that time, both as to wages and sanitary conditions. They used to hang their clothes on nails in same quarters where they ate their lunches. Now they have dressing rooms, matron for the wash rooms. She takes up grievances of union members only. Married women are difficult to get to join; they expect to quit after the war.

#49 Int. Union Rep.-- He was very proud, however, of the present Union Contract, rest period clause, and pregnancy clause, marital status change, but he did admit more improvements could be worked for.

#69 Thom, Fin. Sec. (Woman): In one department women had been classified too low and that the Union has secured back pay for them.

#68 Orkowski, Rec. Sec. (Woman) did not think the Union had done much at all for the women. They did get a 5¢ increase in 1943; also got rest periods and additional facilities for women.

Wangren, (woman) Steward, and Hoffman (woman), Sergeant-at-Arms said the union has enabled women to have their complaints taken up. Also, through the Union "we got improvement in our wash rooms."

Angeline Macak: #64 I.A.M.-AFL-Wisconsin (Angeline Macak - Steward & Bargaining Comm.)

She was very cooperative and talked freely. She had worked at the shop 14 years beginning at 32½¢ an hour. It was a small place; they have increased since the war. They have received increases after they organized. She can operate any machine and has worked as a time-keeper. She trained at Red Cross in First Aid and now serves as first aid along with her work.

#80 Elvira DiCenza-Steward said that she had secured the rest periods for the plant. She got the girls in her department to sign a petition. The the matter was taken up by union committee with management with the result that the rest periods were allowed for the entire plant. Union has secured for coil winders (all women) a change from group to individual bonus which the women have been asking for for a long time. The feel that it is more fair to all with individual bonus plan.

Mary DiCenzo - Said that the Union got Coca-Cola machines put in which means a lot to the workers.

#77. Thomas and Kiar - said that women used to begin at 50¢ but that Union got this raised to 65¢. (Pres.)

#77. The women interviewed recognize the fact that the Union has secured better working conditions, increases the starting rates and that grievances are handled satisfactorily.

#22 It is the practice in this plant for the women to check out 5 minutes before the men; the company thinks that it avoids some problems that way. The men there do not object.

#35 Virginia Fox has been in shop 5 years. She said that she knew that the increases she had received since she went to work at 42½¢ in 1939 had come thru the union but that the new women employees did not know this and were not so interested in the union.

#71 Union has secured some improvement in facilities for women.
Belknap Steward said union has done much for women, Secured fairer treatment; better facilities (had no place to eat lunch before--now have lunch room); secured wage raises and handles grievances.

#23 She is an inspector and carries heavy trays of rolls to be weighed in. Each tray weighs 15-20-29 pounds each. She claims she lifts and carries about 6 tons a day. No conveyor system in plant. She worked in plant five years and it is almost impossible to secure women to serve on committees she said. She also said that some of the women have gone to doctors and received certificates stating they are are unable to work more than 8 hours a day, and 8 hours becomes their work day. Miss McKenzie Barg. Com. Member

#28 Labor-Management Committee: Company has brought Committee question of need to educate women on care of rest rooms. Mrs. Whitman reported that rooms were not kept clean. She said the facilities were insufficient and there was insufficient provision for having rooms cleaned. Was interested in Women's Bureau bulletin on toilet facilities.

#63 Miss Andritsch stated the union was really trying to raise the women's rates. The joint request to the WLB is for 1¢ an hour more increase for the women than the men.

#74 Information was given to Mr. Lense as to how the Union could get a safety inspector from the State Department of Labor to come and make an inspection in connection with certain conditions.

Indirectly suggestions were given to women as to procedure to be followed in getting Union to take up some of their complaints as to no lunch room, poor food service, insufficient number of facilities. It seemed that the women had complained to foreman but had not used Union grievance procedure. Information was given about another Local which agent had visited which had secured a lunch room for the women and another case where Local was demanding Cafeteria Service.

Question of the need for the Company and Union to evaluate women's jobs and to give opportunity for women to get more training so that they could do more of jobs as changes in work take place, was discussed with Mr. Cypcar.

#75 Tankersley & Jones (W) (W) - Reported that something should be done about working conditions at the Huron Street Plant but that the Union had not taken up these matters. Wash-rooms are unsanitary and a woman is needed to do the cleaning. In summer, heat is very bad and plant is very cold in winter. Number of facilities are not sufficient. Other complaints have been taken up with the Shop Chairman (a man) but with no results.

#74 Gawel (W) - The Union secured an increase in the starting rates (from 50¢ to 60¢) and many women who had started at 50¢ got back pay.

#104 Mr. Hahn said that the union had had to set a limit for weight lifting by women. Limit set is 30 pounds. (Valentine Hahn - President)

#67 Jas. Watson, President. Maternity leave was a problem that must be met intelligently and he felt that in the next contract that question would be taken up.

#68 Mr. Wise - President.
The company and the union have mutually agreed that no woman should work after four months of pregnancy, however, they do not insist she leave.

#64 Anne Henschen: (She is on the Shop Committee (Contract and Grievance). Also a steward employed at Perlick R. Brass Co. who employs 50 men and 9 woman. The women have been employed for about 1½ years and belong to IAM, Local 66. All employees have 10 minute rest period, morning and afternoon. The men have 30 minutes lunch period, women have 1 hour because they go home and look after the family. Maternity leave--women quit and so far none have returned to work.

5. COMMUNITY SERVICES -

Child care
Transportation Facilities

#40 Special Activities in Regard to Community Services:
Mr. Payne and Agnes Schenk reported that one member had been on a city Child Care Committee. She is not now working in the shop, however,

✓ Cooperates in program of State Political Action Committee- CIO which includes women's problems.

#39 Miss Parsal stated that there was a need for day nurseries. Union has not taken part in anything along this line in community.

(Miss Kay Parsal - Member)

Special Activities in Regard to Community Services:
Union is very actively fighting for better transportation facilities in Evansville. Have been on radio in this connection. Have taken up the matter with state Political Action Committee and have had reply from Walter Frisbee, Chmn. ✓ in Indianapolis, promising action from the State Committee (UAWA). Indiana Political Action Com.

#41

Special Activities in Regard to Community Services: #44 URWA CIO INDIANA
None. Yet about 85% of women are married and community problems are thought to affect union activities though this is not whole reason when women do not participate more.

#44 Other: Seem to recognize that very difficult problems exist outside plant for the women but do not seem to have thought of this as union responsibility.

#46 Alice Cox said she represented the union on a community Child Care committee. A union committee is working to try to find a place for a day nursery for the Remy workers' children. Union is affiliated with Madison County Council--CIO which has been working to get transportation facilities improved.

(Mrs. Alice Cox - Union Member)

#42 5 Special Activities in Regard to Community Services:
None reported.

#69 Special Activities in Regard to Community Services:
Union has been active on transportation problem but has been able to handle thru the company. No other activities reported.

#49 Special activities in regard to community services:
Public Relations Committee has taken up local flood situation, unfair tagging of cars in vicinity of plant. This Committee is new and the President did not know how far reaching it would become.

#45 Special Activities in regard to Community Services:
Mr. Crouse reported no activities in regard to community services. He seemed not to have thought of anything in this connection as a responsibility of the union. Local is not affiliated with Madison County Council--CIO which is active in community services.

(Robert Crouse - President)

#47 Special Activities in regard to Community Services:
Member of union on Park and Recreational Board.
Member of union on OPA.
Red Cross Drives, Community Drives, Infantile Paralysis Drive, Women serve on above Comm.

#41 Mrs. Baker reported that something needed to be done about some of community problems--transportation being the worst and getting banks to adjust their hours was another need which she felt important.

#37 Special Activities in Regard to Community Services:
Do not think so much is necessary along this line. Stores are open one night a week for shopping and this seems to be adequate. The Mallory Co. operates a day nursery near the plant.
Local cooperates with State CIO Political Action Committee which is trying to interest women members.

#73 Special activities in regard to community services:
None reported
Antionetti (Shop Cong. Member) - thought day nursery needed in section of city near plant. Union has not done anything along this line.

#108 Special activities in regard to community services:
Union was active in working with community organizations in securing a very modern library for South Chicago. This library has forum meetings with labor and community people as speakers; holds annual labor exhibit and program - (See Local 65 Newspaper, 9/5/44)
Union also was active in cooperation with other agencies in securing day nurseries for South Chicago. (However, without 24 hour service and with women on three rotating shifts needs are not adequately met).

Special activities in regard to community services:
Union cooperates on Red Cross and Community Fund drives in plant.

#14 Child care is reported to be a problem. There are only two day nurseries, one is a settlement house and one in the Salvation Army. Neither one of the two housing projects has one.

#71 Special Activities in Regard to Community Services:
None, other than participation in Transportation Committee. Work in plant in cooperation with company. (Clarence Ehrman - President) (Flora Belknap-Shop Steward)
(Clifford Matchey - Fin.Secy.)

#32 Special activities in regard to community services:
None. Mrs. Maybee, Steward and Recording Secretary, feels that Local 226 shoudd undertake some program that would meet community needs.

#39 Mr. Schaff did not seem to have given much thought to special women's problems or to some of the community problems that affect women. Mr. Nordman said that he had just come in to Indianapolis recently and that he expected to try to promote a program that would help to educate the union members.
(John Schaff - President)

Special Activities in Regard to Community Services:
Infantile Paralysis Drive, Red Cross Drive, United War Fund.
Union members gave 210 pints of blood last Christmas.

#65 Special Activities in Regard to Community Services:
Russian Clothing Relief, Red Cross, Blood Donors, Community Fund.

#38 None. Women did not feel special need along these lines.

#61 Union participates in Community Chest, Red Cross, USO, and Infantile Paralysis Drive.

#26 There are about 40 Tool and Die Makers in an AFL local in the plant. CIO gets along well with them. CIO collected for Red Cross from AFL local.

#63 Special Activities, Community Services:
Community Fund Drive, Infantile Paralysis, Blood Bank Drives.

#67 Community Fund, Red Cross, Blood Donors, War Bonds, Collect for USO one day each month.

#62 Special Drives such as Red Cross, Community Fund, "Clothe the Child at Christmas Time". The stewards handle the collecting of funds.

#102 Special Activities in regard to community services:
Christoffel - Union has been active in trying to get more day nurseries in community.
(Harold Christoffel - Chmn. Bargaining Committee)

#64 Special Activities in Regard to Community Services:
Community Fund, Bond Drive, Blood Donors. - Fin. Secy., Head Steward & Barg. Com. Member

#59 Special Activities in Regard to Community Services:
Union cooperates with Red Cross Drive (women on Comm.); Community Fund (women on Comm.); and Clothe the Child (all women on the comm.). A local newspaper eahh Christmas puts on a drive called "Clothe the Child." They furnish names of children, and this local clothes a certain number of children thru personal contributions, collecting pennies at each meeting for this fund.

#101 Special Activities in Regard to Community Services:
None. Union is small and does not have the problems that larger ones have. Mrs. Knocke reported that there was a child care problem and two women had quit work because they had no one to care for children. No report on anything done along this line.

#66 Special Activities in Regard to Community Services:
Blood Donors, Community Fund, March of Dimes, War Bond Drives.

Union reported no special activities in regard to community services -

#100 ✓ #103 #62 ✓ #78 ✓ #60 ✓ #54 ✓ #57 ✓ #74 ✓
#70 ✓ #77 #75 ✓ #79 ✓ #58 ✓ #55 ✓ #53 ✓ #106 ✓
#68 ✓ #76 ✓ #72 ✓ #65 ✓ #51 ✓ #43 ✓ #107 ✓
#104 ✓

5

$60 5 Miss Hazel Wagner, Exec. Board Member: A housing program has been organized to aid the workers find places to live. They take up absenteeism, etc.

6. MISCELLANEOUS

Absenteeism
Racial discrimination
New jobs for women
Labor Management Committees

MISCELLANEOUS 6

#29 Mrs. Rehbein quit when the company began hiring colored men to work among the girls. She used to work in a group or gang, the colored men would not hold up their end of the load and expected the women to help them out. That was too much for her, so she quit.

#22 Mr. Smith, Pres, stated that the men want the women to take a more active part. He has urged the women to run for office, but without success. He had a very fine attitude toward colored workers and there is absolutely no prejudice against either women or colored workers.

#25 Mr. Byers, Chairman of the Bargaining Committee at the Home Appliances plant seems to have a very good attitude. He stated that the men in the plant had opposed the women coming in and that at one time feeling ran so high that the men refused to share the ride with the women, so that he, himself, had to go around and straighten the matter out. He said that the company preferred men workers because they felt them to be more flexible.

#63 She stated that all employees in her Department are graded as in a school. A grade sheet is on file for each employee. On that is recorded Effort, Courtesy, Reliability, Dependability, Alertness, Speed. Any errors are recorded. The supervisor grades the employees under his supervision. (No women supervisors.) That record is kept by the foremen in the department. A separate record sheet is made of each employee pertaining to tardiness and absenteeism.

Absenteeism: #25 WLB CASE U A W A C I O INDIANA

Mr. Byers reported that the Company's records showed that absenteeism was greater among the women than among the men. He said that the reasons were that the women stayed home at time when husbands were home on furlough, or to take care of children when maids did not show up. There are no day nurseries that serve Bendix workers and they are badly needed he feels.

(Mr. Byers - Chairman of the Bargaining Committee
Home Appliances plant)

#53 Formerly the company has given maternity leave and the women would come back too early to save their seniority. Company felt that they were not able to work. Now the practice is that women quit (no specified time) and lose their seniority. They can return as a new employee, and they do. Company does not allow leave of absence for maternity care at present.

Mr. Roob: #66 I A M A FL - WISCONSIN

#66 There are six machinist lodges serviced by five business agents and about 72 shops under jurisdiction of Local 66. This local has a membership of about 5,000, 1,000 of whom are women (approximately.) He was all fed up on surveys and government agencies. The wage stabilization survey made in Milwaukee was "cockeyed", never went near a union shop, just where they got their figures he never did know. The cost of living surveys were certainly questionable, he said. The WLB takes anywhere from 3 months to a year to decide on cases, whereas the Company and the Union could settle "in a jiffy."

She said there was no
#5 colored help not even a janitor. She had seen colored people write out applications but so far they have not been employed. Gov't. has told the Co. to hire colored but the Co. said they could not because the union would not accept them into membership, (according to her statement.) (Mrs. Gracie Irvine - Examiner new applicants)

Colored people are employed but the union does not accept them into membership. Miss Davis spoke of a colored man fighting with the foreman (but agreed that the white men fight, too,) She was prejudiced against the colored (which reflects the Int. Mach. Union #5 position on the colored workers) and feared race riots when the war is over.

Mrs. Denny reported that she had made special effort to smooth the way for a group of Negro women who were the first Negroes to come to work in her department. The white women resented them and Mrs. Denney, learning that the Negro women had husbands and sons in the Army serving overseas, explained this to the white women and they #102 quieted down. She also gave them help with their work as they were learning, explained the Union to them, etc. Mrs. Denny also reported that she took up the women's complaints promptly and that the Union Steward usually got them settled immediately. (Mrs. Fina Denny - Committeeman)

(Names and addresses of other women could not be secured. Mr. Mugan said that Mary Bryant (Shop Chmn. Fin. Secy.) could give all information. The only address Mugan or she would give was that of foundry, - so interview was held at plant. Agent was introduced to Superintendent after interview #96 who spoke of the good co-operation given by the union. He said theirs was the only union contract he knew of which included a provision for penalizing members for unexcused absenteeism. He said that absenteeism was chiefly among Negro men in the foundry, not among women)

#68 Company asked the union for some plan to stop absenteeism. Union suggested that if the employee works 40 hours a week he be given 1 hour extra pay per day. Company agreed. Referred to WLB.

#103 Mr. Brinkman;
Mr. Brinkman, newly elected President of union, returned recently from service in Navy. He stated that when he left the Union was in good shape, but when he returned he found that there were two members of Executive Board who were relatives of members of management and the union had practically a "Company union" set up. He said that they had had this problem to be straightened out and that it would probably take a year or more to rebuild a real union in this plant.

#7 Both the International Representative and the President were very cooperative. Their attitude toward women was good.

Financial Secy.-Treas. (women) did not say anything to indicate prejeduce against the negro women. (Only 8 women are white). Int. Rep. said that when the #19 negro women were hired the white women demanded that the wash rooms be partioned, this was never done and evidently matter worked out all right.
Financial Secretary-Treasurer said the white and negro women worked together without trouble and would stick together for an increase or other demand.

Union Meeting:

Financial Secy.-Treas. said she had tried to call a meeting lately but something prevented it. Agent feels that white women fear the election of negro officers. The negro who was to have run for President was not a good person as she worked too close with foreman.

New Jobs for Women:
Jobs for women changed with the lay-off. About 200 inspectors, the majority women, were needed before and only 80 employed now. In the furniture department where only men
#73 (organized in the upholsterers union) were employed before the war. Now 35-40 women have been put in on a line system so that each does only a little part of the job. Very few men are employed in this department now.

#72. Louise Cox - (Steward) X-ray technician. Men were upgraded and women placed on jobs in this Department. Women did same work. They changed her job to include very large tubes which were really too heavy for a woman to push around on carriages. Girls wanted her to refuse but she thought it would have effect of lowering women's rates so she went ahead and did it. It hurt her but then the job was re-engineered and now she only has to "push a Button." In this department men begin at 80¢ and women at 65¢. She wants to ask for equal pay but other women are inclined to accept an 8¢ increase. She said the W. B. literature was just what she needed and requested copies for women in her department and also for some of men. Union representatives (?), who had spoken strongly for equal pay at Milwaukee Federated Trades Council.

#100 Hammel: Said that the men had not resented the women coming in on men's jobs.

#61 Mrs. Wagner, Exec. - Board Member. The plant has been on a seven day week for over a year sometimes women work 9 hours a day. It is getting too much for women to work 7 days a week and overtime besides.

7. EDUCATIONAL WORK WITH UNIONS BY WOMEN'S BUREAU

#108 Elsa Graves - A slow cool operator in the 54" structural mill is chairman of the National Industrial Council of the Y.W.C.A. She was very interested in the W.B. material. She will participate in a radio forum in New York on October 17 (Herald-Tribune Forum) on Will Women Stay In Industry.

She was also interested in suggestions of possibility of women's committee getting out a questionnaire to women members on post-war employment of following up with requests to Union officers to clear up seniority question as it applies to women.

#43 Mrs. Graziano was very interested in information which agent could pass along as to what other local unions had reported that they were doing to increase the interest of women members. She thought a shop paper would be very helpful in the Rockola Local as many of the women do not attend meetings.

Requests from unions for W.B. literature:

District 32, U.S.A.-C.I.O., Milwaukee, Wis., Meyer Adelman, Regional Dir. Requested 500 copies each of various bulletins for distribution at District U.S.A. Conference. 8/4/'44

Wisconsin State Federation of Labor, Geo. A. Haberman, President, Milwaukee. Requested copies of Equal pay Bulletin and leaflet and of Suggested Contract Standards to be sent out over state to representatives. 7/25/'44

U.A.W.A.-A.F. of L., Local # 736, Milwaukee, Wis. Requested 50 copies of Equal Pay and Suggested Standards For Union Contracts leaflets. 7/5/'44

U.A.W.A.-C.I.O., Local 248, Milwaukee, Wis.- Requested 1000 copies of Equal Pay leaflet. Recording Secy. also requested from 5 to 100 copies of various bulleting on safety clothing, facilities for women, rest periods, etc. for distribution in plant in certain departments. He felt that they needed to do some educational work among the women and among men as well along these lines. He also felt that the W.B.would be giving a needed service if representatives could attend union meetings and talk on these subjects.

#72 - House Copy - Ed - **She said the W.B. literature was just what she needed and requested copies for women in her department and also for some of the men, Union representatives (?), who had spoken strongly for equal pay at Milwaukee Federated Trades Council.**

Evansville Drummond Plant
Evansville, Ind.

#43 Women interviewed by W. B. Agent, Scheduling Local for Trade Union Survey, ~~ladies~~, were laid off due to termination of war contract. Then when conversion began and the company planned to call back men who had less seniority than those women who had been laid off had.

The company claimed that the women could not do the jobs on repair of tanks (work to be done after conversion).. The ~~X~~ women then went to the Union office and demanded that the union handle their case and requested that the union ask the Women's Bureau to come in and look over the jobs and make recommendations as to those which could be performed by women.

(See Ziegler's report for follow up on request.)

#66 Mrs. Kiel, Steward: She stated that they are negotiating a new contract and that after agent's visit to the Head Steward a woman was appointed to the Contract Committee, and the women are expecting good results and hoping for Equal Pay.

#75 Mrs. Lee Davie, Office Worker, was interested in W.B. literature and asked for some bulletins to give other office girls.

Ray A. Bailey (Chief Bus. Agent)
#63 Was very cooperative and gave agent names of people to see, etc. He knows about the Women's Bureau and recalled that a representative had called on him. Agent mentioned May Bagwell and that was the one, he said. The Women's Bureau is doing very good work and he appreciated its efforts in having the WLB adopt the policy of Equal Pay for women, namely Order No. 16.

He was very interested in the two bulletin "Suggested Standards for Union Contract Provisions Affecting Women" and #64 "Equal Pay, A Progress Report." He asked for additional copies of them to give to the union key men in the shop.

-Krebs - Chief Steward

#77- Skyles- Requested information of Women's Bureau as to what could be done under Illinois Equal Pay Law. Reported that there had been a number of cases in the Minneapolis-Honeywell plant which the union had taken up but company refused to grant. She stated that the women were doing the same work that men do.

#8 Union representative requested literature from W.B. Said that he had not thought of putting maternity leave clause in contract until he read the Suggested Contract Standards leaflet and that he wanted to put that in next contract.

#45 Women interviewed said that all of women in plant had been very much incensed because company wanted to require them to buy a work cap costing $1.50. They were very glad to get information from the W.B. as to costs of caps & list of manufacturerd so that they could choose and buy a more reasonable type of cap.

#38 Equal pay case before the W.L.B. International Representative requested help from W.B. and agents assisted in preparing briefto be sent in to WLB. 2/15/'44

U.E.R.M.W.A.-C.I.O., Stewart-Warner plant, Chicago- W.B. agent requested to speak at a meeting for purpose of giving information to women members as to agencies in community with programs which meet needs of women workers and about literature available which would be helpful. At time speech was made request was also made to talk about equal pay as men members were not all convinced that women should receive the same pay as men.

W.A.W.A. Regional Representative, Mrs. Grace Blackett, who is responsible for work with women members in the Chicago Area, requested W.B. agents to attend conference of women shop stewards & committeewomen to serve as resource people during the discussions. W.B. literature was used and the Suggested Contract Standards leaflet was used as basis for the main discussion. The meeting was attended by about 25 women from the Chrysler-Dodge, Buick, Dole Valve, American Foundry & Wire Products plants. 5/21/'44

8. INTERNATIONAL UNION POLICIES

(See separate file for copies of constitutions and By-Laws)

Harley F. Nickerson:
Vice-President, International Association of Machinists.
They have not been able to get across to the employers the theory of cooperation and fair dealing with the workers.
#63

The employers, generally speaking, have not changed in fighting the Unions and most of them deal with the unions because of war pressure. Over 2½ billion dollars have been collected from employers in excess profit taxes. Government contracts have been let at too high a figure, and have been refigured with big savings to the Government. Racketeering in labor unions is given big publicity, but highway robbery of the employers in dealing in government contracts is given the soft pedal.

There should be lots of work for at least ten years after the war and the unions will fight to keep their basic wage scales. Weekly hour schedules will be reduced so that the workers will not have as large a take home pay.

#63 I.A.M. A.F.L. Wisconsin

Harley F. Nickerson:
Vice President, International Association of Machinists.
Generally speaking women are in the machine shops to stay, working on the finer and smaller parts; women have proven better than men, and they will not be replaced by men after the war. Jobs that have been broken down in order for women to work on them will not go back to their former status. It is the evolution in the machine manufacturing industry.
#63

Economists, professors, technicians, efficiency experts, etc. are not interested in the worker. "Book learning without experience" does not make for actual production. Government is accepting the ideas of the "so called learned men." The job evaluation plan and the point system of diagnosing the workers is unfair; he is opposed to this system. It is by doing that, workers can give the best that is in them; he is opposed to this system. It is by doing that workers can give the best that is in them; an analysis test of alertness, neatness, courtesy, and various other questions, can change the entire picture and makeup of the worker. The job evaluation theory is a Metal Trades Association scheme, and the government, thru the professors and economists accepted this theory more or less.

9. CONTRACT PROVISIONS
War Labor Board Cases

CONTRACT PROVISIONS
WAR LABOR BOARD CASES

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY:

Provisions for unequal starting rates and top rates of automatic progression.
Provision that reduction will be, first, by lay off of any women who marry while in employ of company (except for duration and excepting those hired before Jan. 1, 1940.)
#10 Provision that company will discuss with union the employment of females hired to replace males during emergency. (Since women are not on bargaining committee this will give women no voice.)
Provision for separate seniority lists of men and women and that in case of lay off those with least seniority shall be first laid off on either list, independent of other. (In recent lay off some women were laid off who had more seniority than some men who were kept on.)

Written Provisions re: Equal Pay for Women

9/25/42 - N W L B directs a 4¢ increase and equal pay for equal work, women being mentioned specifically. Case No. 125 GMC and UAW.

#47

10/19/42- Above latter section of W L B directive included in Master Agreement between U A W - CIO and G M Corp. Same contract includes, p.1, certain "plants...shall be included after giving due consideration to any local wage classifications, rates, understandings, or practices as may exist."

9/27/43 - Supplement #1 to Local Wage Agreement: (involving Local 663 and the Guide Lamp Div. of G M C):
"It is agreed that when women replade men on jobs they are capable doing the following classifications which are similar to the female classifications listed in Schedule A such women will be classified and paid according to the corresponding female class listed in Schedule A. ....When females are transferred to other male jobs which have been

On men's jobs women get 76¢ for trial period but 85¢ if make good, retroactive to date go on job. On women's jobs begin at 70¢. In 30 days get 5¢ raise and in 90 days are increased to top rate of 85¢.
#45 On men's jobs men begin at 85¢ In 30 days are increased 5¢ and in 90 days increased to top rate of job or around $1.15 to $1.20.

Contract obviates wage discrimination against women by equal pay clause and by rate of job regardless of sex. But women's jobs are not shown in contract except on one job ~~jobxxxgxxxlxxxxpfxxxx~~.
classification, tool crib attendant, a job on which no women are employed.

Contract openly discriminates against women. Certain jobs are set aside as women's jobs. (p.18 of Contract); provides that no women shall be given a man's job, other than those agreed to, until the man-power in plant has been exhausted (p.23 of Contract); but neither men or women interviewed said that this was practice. They said that women could bid for men's jobs and go on them according to seniority the same as the men.

"Women" are mentioned in Contract. Mentioned in sections on Wages and Wage Payment Plan; pregnancy clause, p. 14; providing that women's jobs remain for life of contract and for method of setting rate when women work on men's jobs temporarily; provision that women not to go on men's jobs until man-power in plant exhausted, p. 23; company to join union in requesting 5¢ increase for women, p.28.

CONTRACT PROVISIONS WAR LABOR BOARD CASES

#31 UAAAIWA (UAW) CIO INDIANA WLB CASE

Continued from first page--Contract section.
Does contract openly discriminate against women?

Allows discrimination against women in that jobs are separate for male and female and are not classified so that comparable jobs pay the same. Under general classification of light and heavy work women are on some jobs that are harder and heavier than some that men are on. One woman was put on man's job recently and when complaint was taken up (request for man's rate of $1.09) the company took her off of the job and put a man on again. Also allows for local rules regarding laying off married women to apply (however it is not a local practice to lay off married women) and provides that men and women shall be divided into separate non-interchangeable occupational groups which results in male and female classifications. Locally result is that there is a lower starting rate for women and all of women's jobs carry low rate, yet they cannot be employed on the men's jobs.

The following information concerns all plants affiliated with Local 226 of the U.A.A.A.I.W.A.

Woman's local union activities:

Union Committees on which women serve:
None.

Other committees:
None.

Local union offices held by women:
None.

(Contract art. 8, sect.2 and 5c:
Jobs are rated by "Labor Grades", the highest paid being L.G. 1. During war time all workers are to get Grade 10 or above. But men are to get a minimum of 70¢ and 63¢ is to be the women's lowest rate, in that grade.)

(Agent's notes from file on WLB case No. 1943, this copies from panel report:
This agreement leaves in existance the company's right to retain differentials between male and female hourly rates as they have existed in the past on jobs of other work designated as female jobs.")

(Contract - use of term "woman's work" on page 14, article viii

"....her classification rate is 80% of male employee) Present jobs now considered woman's work will be covered by classification rates...")

#16 IUAAAWA CIO ILLINOIS

Contract pending before W L B contains provisions for equal pay, closed shop, same seniority right for women and men. (Draft of contract attached to schedule marked "signed May 1944") Union now operates in shop through shop stewards and grievance committee.

9 C101

W L B CASE
Regional Board partially approved agreement as submitted in application as follows:
#10 Established rates on certain male classifications.
Approved rate of .57½ for women and .72½ for men, as minimum on production jobs,
Approved differential in base rates for men and women as set forth in agreement.
Disapproved increase of minimum rates to .60 for women and to .80 for men.

#9 WLB Case I U A A W A C I O ILLINOIS

W L B Case
The Board ordered: abolition of cost-of-living bonus as such,
X increase in regular day and piece rates,
9 approval of contract,
discomtinuance of individual contracts,
maintenance of membership.
The refusal of the company to carry out some of the orders of the board led to an appeal by the union, specifically about maintenance of membership and equal pay in the aircraft department where most of the inexperienced women are started. In June 1943 the company issued a letter to the Board re: its ruling of July 1942 in which management agreed to most of the provisions of the orden

(Note; from page four of the Contract, this about upgrading.

30 "Women employees shall be given an opportunity to train or otherwise qualify for men's jobs before any new women are hired for such jobs."

Provisions of Pending Contract;

#36 Different starting rates; for men 76¢, for women 65¢

No automatic progression policy in contract

Wage discrimination obviated by equal pay clause, and
provision that men shall not be replaced in order to lower the rates.

Open discrimination against women - as above in starting rates

#67 Equal Pay:
(Although majority of women are on time work,) "piece work rates shall be equal for operators whether they be male or female" Contract art. 11, p. 21.

(Women on Men's Jobs;)

#10 "It is the plan of the company upon termination of such emergency to re-transfer employees with hiring dates prior to Oct. 1, 1940 to their 'former' groups as soon as reasonably possible in the light of conditions, existing at that time and to retain in the 'new' groups all transferred employees whose hiring dates are subsequent to Oct. 1940." Contract 173, sect. a.p. 45)

-Job + Rate Sheet (cont'd)
In occupations listed by sex are rates:
#101
a. Same for Men and Women
Now the same rates on arc welding. There are only 2 jobs. Women replaced men.

b. Lower for Women
On one regular and several temporary jobs (done occasionally) in machine shop women's base rate is lower than men's. In this case the work is not the same in that men do heavy as well as light work while women do only light work.
On Assembly jobs women get base rates of 49¢ for light work and 54¢ for more skilled work. No men on Assembly work.
Arc welding - base rate 85¢ for men and women but no men on job now.
Machines - Women's base rates - Riveters - 54¢; Punch Press - 54¢ to 61¢; Tapping -61¢.
Machines - Men's base rates - 79¢ (When men are put on light punch press work it is the same as that done by women.)

c. Higher for Women:
None

A few post war jobs are being run and the base rates set are 74¢ for men and 59¢ for women but no women are on these jobs.

(Contract Exhibit "A" section 2. -
"New employees shall receive a rate of 4¢ per hour for women and 5¢ per hour for men less than base wage for their probationary period.")

#4 Only place in contract, besides non-discrimination clause where women are mentioned is in article 9 which provides that starting rates be increased for both men and women.

Note - Contract has two clauses precluding discrimination because of sex. They are section 2, and section 28. Schedule "ZA" includes qualifications for different jobs and their rate ranges but in no place in that schedule is sex mentioned. In section 20 the starting rate is put at 45¢ an hour and no difference is mentioned for men or women. Employees are to progress to 50¢ on regular a assignment and again no sex differential is mentioned.

Contract Provision: Article III Section 14 -- Provides that transfers of employees to jobs of a higher rate of pay or involving a higher standard of working conditions shall be made by mutual agreement between the executive shop committee and the management and shall be based upon seniority and the ability of the employees involved to do the work.

9

C103

#62 IUAWA AFL Kentucky.

Benefits to Women of WLB Ruling:
Equal pay clause, wage increase, retroactive pay, and rest period. Women said that the rest periods were a great help.

Provision for separate seniority lists for men and women:
In wage and rates section states that lowest class for men is 6 except when put pn women's work at Class 5.
Provision that if any jobs which are now normally men's jobs are taken over by women during the present emergency, that such jobs will revert to men after the emergency is over, provided that technological changes in such jobs which may have occurred, do not alter them so that they would then be considered a woman's job under ordinary circumstances.

Contract provides also for "non-interchangeable occupational" classifications, (p.3) but employees "shall have the right upon request to prove adaptability to interchange with an otherwise non-interchangeable occupational classification...to be proved within two working days. Contract p. 4.

Contract, page 2, on Layoffs

"When it becomes necessary to reduce the working force, layoffs shall be made according to strict seniority, (male and female employees separately)..."

"Women" are mentioned in the contract.

In pending contract:
Seniority lists are to be by department, and
plant, and
sex

Women are not otherwise discriminated against in layoff, or
rehiring, or
promotion. Strict seniority is to prevail in these matters.

Equal seniority is guaranteed by provision that a "longer service employee may replace a shorter service employee if he or she is capable..."sec. 7 art. 12.

Seniority provisions in the Contract (added among comments at back).

1. Seniority shall date from the first day of service with the company.
2. Status shall not be acquired until an employee has worked with the company for sixty days in a twelve month period. Until status has been acquired an employee may be laid-off or transferred or dismissed without cause.

SENIORITY PROVISIONS IN CONTRACT: (continued)

Supplementary agreement of May 4, 1944 provides that "the company and union shall keep a separate seniority list of men and women in the plant. It is understood that when a lay off is required, that the employees with least seniority shall be first laid off on either list independent of other list. The normal working force shall be made up of the oldest 900 employees in point of seniority computed by adding the two lists together or in line with their plant wide seniority."
Contract provides that: "All employees hired to replace employees called to service or who were transferred to fill jobs shall have temporary status until absent employee has lost the right to employment."

Seniority Rights:
New contract is asking for seniority preference for union members.

Previous to lay-off, visual inspection and machine tenders jobs were women's but since lay-off, men had bumped into those departments and now both men and women do those jobs.

(Contract p. 37 and 38 - Interpretations of Formal Rest Period provision in art. 5:

"It has been the policy of this company to allow female employees a 15 rest period each half shift. It is the opinion of the Union and the Company that for women to produce 'comparable quantity and quality' the same as men they should work the same as men. When necessity requires a rest period it shall be taken as stated, 'at a time which will least interfere with production' for example when waiting for inspection ok...Note; the Michigan Law does not specifically provide for a 15 min. rest period - it is merely a recommendation of the Department of Labor and Industry." underlining by agent)

(C.G.Conn Ltd. Elkhart) #27 UAW CIO Indiana
The union is negotiating a new contract with the Company. Page 4 of typewritten contract changes (red pencil checked) is union's proposal to strike out sentence in existing contract, pertaining to separate seniority for women. Other issues are check off, more paid time allowance for Stewards, and Grievance Committee, more time for trial periods, 2 weeks vacation after 5 years service, etc. Company has agreed to some issues.

Formal rest periods for men and women twice a day - 5 min. each period.

No provision for lunch period for either men or women.

Leave of absence is to be permitted, but no necessary length of service is stated.

Paid vacations are included, length to depend upon seniority up to 5 years.

Vacations: #9,I U A A W A C I O ILLINOIS
For employees with 2 years' service - 1 week with pay, calculated on the basis of a forty hour week.

No vacation until worker has been in the company's service for at least two years. The worker must actually take his vacation time off in order to get his vacation pay; and he must take it within certain period specified in the agreement.

#17 I U A A A W A C I O ILLINOIS

Mr. Wheelock, the International Representative, said that they had no maternity leave clause in their contract or Eagle Signal but that he was getting "some new ideas" and he wanted to see that this went into the new contract, which is to be negotiated very soon.

10. LIST OF-UNIONS BY SCHEDULE NO.

Names of Persons Interviewed

#6 U F E M W A C I O ILLINOIS

#5 International Harvester Vacation Plan

Applies to salaried employees (according to agreement)

a. An employee with 6 months and less than 12 months service entitled to 1 week with pay

b. An employee with 12 months or more service entitled to 2 weeks with pay.

c. Vacation pay based on salary in effect at time of leaving for vacation.

#5 Only use of the word female is in the clauses about rest periods for women and pregnancy leaves.

UNION BENEFITS IN CLASS "B" LOCALS:
From article XV of the Constitution of the IBEW:
"Class B charters may be issued to local unions composed of male and/or female members...
#60 sect. 12 - Each male member admitted to a Class "B" L.U. prior to 7/15/35 shall... be entitled to the benefits accruing through continuation of his membership...
sect. 13 - Each female member of a Class "B" union... prior to 7/15/35 shall in case of death be entitled to a funeral benefit of $200....Female members admitted to Class "B" membership after 7/15/35 shall not be entitled to this benefit.
Sect. 14 - Female members of Class "B" chartered L. U.s shall pay one-half of any assessment levied by the Int. Pres. - except that no assessment shall be paid for... benefits - ..."

Vacations: Contract Article XII.

#4 For employees with 5 years' service - two weeks with pay calculated on the basis of a forty hour week.
For employees with less than 5 years' service - 1 week with pay on same basis.

Member

Rest Periods
Male employees on the second and third shifts shall be given a 15 minute lunch period near the middle of the shift without loss of pay for said lunch period.
104 "Employees working on the first or day shift shall be given a 10 minute lunch period in the morning without loss of pay for said lunch period" 1943 Contract, art. 5 sect. 8a and b; no mention in schedule of this being changed, except that these lunch periods are used for rest and other, longer ones are given for lunch.)

Contract Provision re: Rest Period:

The Co. agrees to furnish reasonable adequate rest room space in its present plants for the use of its employees during rest periods, before starting time and at lunch. P. 10, Sect. 5.

#1 Mr. Burton C. Foster - International Representative UFE & MWA - CIO. ILL.
Mr. Arvid Sheets, Chairman, Grievance Committee

#2 Mr. Rumsey, President - UFE&MWA CIO ILLINOIS

#3 Mr. Burton C. Foster, International Rep. UFE&MWA - CIO ILLINOIS
Miss Claire DeBaker, Financial Secy.-Treas. Local 133.

#4 Mr. Sam Gegg - President UAWA - CIO E.MOLINE, ILLINOIS
Miss Hazel Woods - Union Member
Mr. LaRue Leonard, Int. Rep.

#5 Mr. Thomas Lincoln, President UFE&MWA CIO ILLINOIS

#6 Rex R. Wheelock, Int. Rep. UNITED ELECTRICAL, RADIO WKRS. ILLINOIS
Ray Carlson, President of Union Local
Andrew Barber - Dues Secy. & Member of Grievance Committee

#7 Mr. LaRue Leonard, International Representative UAWA Local 865 ILLINOIS
Mr. Archie Anderson, President.

#8 Rex R. Wheelock, International Representative U.E.R.M.W.A. ILLINOIS
Ray Carlson, President

#9 Mr. Allen Lindsay, Pres. U.A.W.A. C.I.O. Illinois
Mr. Fred Kirk, Shop Steward
Mr. James Lockwood, Shop Steward
Miss Rosie Magii, Shop Steward, Aircraft Dept.

#10 Mr. John Novak, President U.A.W.A. C.I.O. ILLINOIS
Miss Mary Jalanowski, Union Member
Miss Alice Nelson, Union Member

#11 C. S. Barry, President of Union UFE&MW CIO ILLINOIS
Mame Gebrath, Financial Secy.-Treasurer UFW&MW C.I.O.

#12 John Lance, President
John Engle, Rec. Secy.& Financial Secy. UFE&MW CIO ILLINOIS
Juanita Paris, Grievance Committee
Ruth Spradling, Member

#13 Howard Peterson, President UFE&MW C.I.O. ILLINOIS
S. A. Swanson, International Representative Farm Equipment

#14 Mr. Gus Werner, President U.F.E.W.A.Local 105,PEORIA,ILL.
Mr. Forest Cumming, District Vice President
S. A. Swanson, International Representative

Women's Union Activities
Mrs. Irene Dodson Shop Steward
Miss Helen Bernsmier Time keeper (Not Union Member)
Miss Orvilene Brown, Order Filler - Spare Parts Dept.(Not Union Member)
Miss Genevieve Sellers, Core Maker (" " ")

#15 Mr. William Allen, President UER.M.W.A. C.I.O. ILLINOIS
Miss Mildred Schiefer, Recording Secy.
" Elizabeth Fothergill, union member
" Elder Kemp, " "

#16 Mr. Frank J. Sahorska, International Representative, U.A.W.A. CIO CHI.ILL.
Mr. Robt. Shelton, President

#17 Mr. Frank J. Sahorske, International Representative, U.A.W.A. CIO ILLINOIS
Miss Dorothy Ward Chief Shop Steward

#18 Mr. Joseph Ebehardt,President U.F.E.M.W.A. C.I.O. ILLINOIS.
Mr. H. Gustafson,Vice President
Mr. Joe LaFond, Recording Secy.
Miss Bernice Saltye,Financial Secy-Treas.
Mr. Ralph Kerfin, Publicity & Education Chairman
Mr. Freddie McCullough,Chairman - Grievance Committee & Labor Management Committee.
Mr. Bud McCullough, Sgt. at Arms
Mrs. Sally Kipper, Shop Steward.

#19 Mr. Frank Rogers, International Representative,U.F.E.M.W.A. C.I.O. CHI.ILL.
Mr. Sam Mauro, President, U.F.E.M.W.A. Local 125
Miss Mildred Siegel, Financial Secy.-Treas.

# 20	W.L.Burgoyne, President Local #5, U.A.W.A. C.IO.	INDIANA
	Mr. Harold, Financial Secy.	
	Mrs. Julia Wentland, Member Sick & Welfare Committee	
	Mrs. Odie Janney, Union member & Secy.of S.Bend C.I.O.Industrial Un.Council	
	Mrs. Bertha Duffey, Shief Shop Steward.	
	Mrs. Anna Paege,Shop Steward,Upholstering Dept.	
	Miss Edna Tieman, Miss Dorothy Lane,Union members	
#21	George P. Sagi, President	UNITED ELECTRICAL WORKERS CIO INDIANA
	Arnold Schwertman,Financial Secy.	
	Mrs. Sophie Wituski, Member	
#22	E. E. Smith, President	UNITED FARM EQUIPMENT WORKERS CIO INDIANA
	Mrs. C.E. McCoy	
	Eloise Marcum, Sub-steward	
	Ona Johnson, Chief Clerk in Local Office & Member of Local Union,S. Bend.	
# 23	Lyle E. Hughes, President	UNITED AUTOMOBILE WORKERS CIO INDIANA
	Harold Jensen, Financial Secy.	
	Miss Vera McKenzie, Barg. Comm.	
	Miss Beryl Harman, Steward	
	Miss Louise Vleaminck, Serg.-at-Arms	
# 24	Mr. Charles F. Clements,Vice President	U.A.W.A. CIO S. BEND,INDIANA.
	Miss Vera Kemper,Shop Steward	
	Mr. Leo Wituski, Union Member.	
#25	Mr, Clements, Vice Pres. Local #9, U. A. W. A.	SOUTH BEND, INDIANA
	Mr. Philip Byers, Chairman,Bargaining Committee	
	Mrs. Edna Joliff, (Home Appliance Division)	
	Mrs. Rose De Cook " " "	
	Mrs. Ethel Crawford " " "	
	Miss Wilma Kiser " " "	
#26	Mrs. Caroline Davis, President	UNITED AUTOMOBILE WKRS. CIO INDIANA
	George Stahliat, Rep. U.A.W.	
	Thomas Dixon, Vice President	
	Mrs. Jennie Cook, Bargaining Committee.	
	Mrs. Florence Bailey, Political Action Committee	
# 27	Floyd Martin, Pres.	UNITED AUTOMOBILE WKRS. CIO INDIANA Local 53
	Charles Strintz, Fin.Secy.	
	Mrs. Eloise Peffley, Steward	
	Mrs. Mabel Wright, Steward	
	Mrs. Reatha Decker, Steward	
	Charles Decker, Former Steward	
#28	Mr. Ronald Nelson, Vice President	U.A.A.A.I.W.A. CIO Local 941 IND.
	Miss Gretta Smith, Guide	
	Miss Rose Lavrich,(Member Legislative Committee)	
	Miss Margaret Sappington, (Union member-has worked in plant 7 years)	
	Mr. Samuel N. Hayes, President	
	Mrs. Eloise Sigsbee, Union member	
	Mrs. Lillian Whitman,Member of Bargaining Committee	
	Mr. Whitman, " " Labor Management "	
#29	Stanley Lester, President	UNITED RUBBER WKRS.UNION CIO INDIANA
	Mrs. Sterling MacReady, Steward	
	Mrs. Lavina Maltby, Steward	
	Mrs. Pearl Kindy, Steward	
	Jean Bodine, Steward	
	Mrs. Dorothy Rehbein (She formerly worked at Ball Band Plant)	

#30 Mrs. Alice Travis, President, UNITED ELECTRICAL RADIO MACH.WKRS.OF AMERICA
Martha McGrye, Steward. C.I.O. INDIANA
Clara Benser, Member.
Fred Gardner, Int. Representative.

#31 Chevrolet Commercial Body U A W A #226 CIO INDIANA
Mr. Clarence Lyons, Pres
Mr. Everett Stevens, Chmn., Bargaining Committee
Mrs. Clarence Lyons, Recording Secy.
Mrs. George Barger, Shop Steward
Mrs. Margaret Hargis, Member, Chev. Com. Body Unit, Local 226 Indpls. Ind.
Mrs. Fannie Young, Member, Chev. Com. Body Unit, " "
Mrs. Thora Cargal, Member, Chev. Com. Body Unit, " "
Miss Helen Rudicil, Former Member, " " " " "
(Now office worker at Local Union Office)

#32 American Leather Products U A W A #226 CIO INDIANA

Mr. George Loftis, Chairman, American Leather Products Corp. Unit, Indpls. Ind.
Mrs. Mayme Maybee, Steward & Recording Secy. " " " " "

#33 Marmon Herrington Unit, Local 226, U A W CIO INDIANA

L. O. Asman, Chmn., Marmon-Herrington Unit
Miss Margaret Bardash, Steward
Miss Nannie E. Osborn, Member

#34 International Harvester Company - Foundry Unit, Local #226, U A W A, CIO INDIANA

Miss Venis Hicks, Recording Secy. Foundry Unit, I.H.C. Unit, Indpls. Ind.
Mr. Earle Teare, Chairman, Bargaining Committee, " " " "
Mr. William Nevelle, Member " " " "
Mr. Glen Collins, Chmn. McQuay-Norris Unit
Miss Virginia Fox, Member " " "

36 Prest-O-Lite Battery Corp. Local #226 U A W A CIO INDIANA

Mr. Emory Hart, Chmn. Prest-O-Lite Battery Corp. Unit Indpls. Ind.
Mrs. Emma Dalby, Member " " " " " " "

#35 McQuay Norris Co. Local # 226, U.A.W.A.-C.I.O. Indiana
Mr. Glen Collins, Chmn.
Miss Virginia Fox

#37 Miss Mary Lovell, Recording Secy. U.E.R.M.W.A. C.I.O. INDIANA
Mr. Howard G. Pfieffer, Vice President
Mr. LaVern Taylor, President
Mrs. Dorothy Winter, Financial Secy.
Miss Henrietta Chandler, Assistant Secy.

#38 Mr. Everett Donica, Pres. U.A.A.A.I.W.A. C.I.O. INDIANA
Mr. John Bartee, Int. Rep.
Mrs. Everet Donica, Sleeve Line, N.Plant.
Mrs. Flora Maples, Spray Paints - Pipes
Mrs. Evelyn Flecker, Shop Steward.
Mrs. Catherine Taylor, Hydraulic Press Ops.
Mrs. Stigdon - N. Plant.

#39 UERMWA CIO INDIANA WLB CASE

Mr. John Schaff - President
Miss Kay Parsal - Member
Mr. John F. Nordman - Int. Rep.

#40 U E R M W A C I O INDIANA

Mr. James Payne - Field Organizer
Miss Mary Sweat - Int. Rep.
Miss Agnes Schenk - Financial Secretary
Mrs. Emma Lynn - Shop Steward

41

#41 UAWA CIO INDIANA

Mr. Arnold Atwood - Regional Director
Mr. Estel Ragsdale - President
Mr. George Falls - Member
Mrs. Helena O'Bryant---Member
Miss Mary Baker - Member
Mrs. Genieve Simmons - Member

#42 UAWA CIO INDIANA

Mr. Donald Scales - President Miss Loretta Durham - Rec. Secy. Miss Velia Ewers, Fin. Sec

#43 U A A A I W A C I O INDIANA WLB CASE

43

Mr. John Sterneman - Financial Secy.
Mr. Kermit Sparrow - President
Mrs. Juanita Ragsdale - Union Member
Mrs. Pearl Patton - Union Member

#44 URWA CIO INDIANA

44

Mr. W. Jelf-President
Miss Irma Jean Cornell - Shop Steward
Mrs. Gainnes Witt - Union Member
Miss Julia McGuirk - Trustee
Mr. C. M. Ferguson - Ex. Bd. Member
Miss Eula Ellis - Former Shop Steward

#45 U A W A C I O INDIANA WLB CASE

Mr. Robert Crouse - President
Mr. Bert Helms - Fin. Secy. Shop
Mrs. Philomena Moore-Alternate/Steward
Mrs. Flo Hawes - Member
Mr. T. L. Gillespie - Fin. Secy.
Mr. Bob Wilson - Chmn. Bargaining Comm.

#46 U A A A A I W A C I O INDIANA

Mr. Bernie Wood - President
Mr. Roy Richardson-Financial Sec.
Mr. Neal Edwards - Vice Chmn., Exec. Bd.
Mr, E. W. West-Chmn. Bargaining Comm.
Mr. L. O. Fisher - Rec. Secy.
Miss Edith Condon - Union Member
Mrs. Dora Fisher - Union Member
Mrs. Alice Cox - Union Member
Mrs. Nellie Snowden - Union Member

#47 I U A A A A I W A C I O INDIANA WLB CASE

Mr. Jesse Payne - President
Mr. George Berkebile-Chmn. Bargaining Comm.
Mr. Robert Harvey-Rec. Secy.
Mrs. Fern Adkins - Ex. Bd. Steward
Mrs. Isabel Abrams - Chmn. Collection Comm.
Mrs. Alpha Counts-Chmn. Entertainment Comm.

#48 UNITED MINE, MILL AND SMELTER WORKERS CIO INDIANA

Mrs. Dessie Saferight-President
Miss Dorothy McNeeley-Member
Mrs. Louise Wiseman-Former Rec. Secy.
Joe Smith-Executive Board
Ed Greene-Financial Secy.
Mrs. Mable White - Member

#49 UFEMWA CIO ILLINOIS W L B CASE (W.PULLMAN WKS.-INTERNATIONAL HARVESTER)

Mr.George Shanta - President
Mr. Charles Killinger - Int. Rep.
Miss Ann Panozzo - Steward
Mrs. Martha Alexis - Steward
Mrs. Sophie Soltys - Steward

#60 Elmer J.Nickerson, District Representative — I.A.M. MACHINISTS — A.F.L. LOCAL 548 ILLINOIS

Grover Hott, Chairman Grievance Committee.

#61 George Salmon, Fin.Secy. — INT. ASSC.OF MACHINISTS A.F.L. ILLINOIS
Fred Riebe, President
Jean Frunk, Steward Grievance Committee - Trustee.

#62 — I.A.M. A.F.L. ILLINOIS
Mr. Chas. E. Foxworth, Pres. Metal Trades Council
Mr. Harold Gibson,
Mrs. Lillian Van Note, Rec. Secy.
Mr. Albert F. Smith, Rec. Secy. Central Trades & Labor Council.

#63 Harry Richer, Financial Secretary — A.F.L. Local 377 CHICAGO HGTS.ILL. MACHINISTS
George Chayer, Chief-Steward
Thomas R. Morton, Recording Secretary.

#64 Mrs. H. O. Denman, Financial Secy. — A.F.of L. Local 1118, I.A.M. INDIANA (Elkhart)
Mr. Noble Smith, President.

#65 EVANSVILLE METAL TRADES COUNCIL - AFL INDIANA

Mr. C. B. Birdsong - President of Metal Trades Council, & Pres.Teamsters Local 215
Mr. W. L. Manis - Bus. Rep. Boilermakers Local 374
Mr. Wesley E. Waters - Secy. Metal Trades Council
Virginia Ainsworth - Shop Steward, Plumbers Local
Lucy Sloan - Member, Boilermakers Union

#56

Mr. Ray Hancock - Bus. Rep.
Mr. Leonard Edwards - Trustee, & Chmn. Grievance
Mrs. Edith LeMaire - Member

Mrs. Ditterline - Member
Mrs. Simpson - Former Member

I.A.M. - A.F.L. Indiana

#57 Mr. Alfred Huck - President IAWA AFL LOCAL 905 INDIANA

#58

Paul E. Wise - President
Edward Swannine - Grand Lodge Rep.
William J. Layton - Bus Rep.
David Nelson - Bus. Rep.

Mrs. Florence Alders - Rec. Secy.
Miss Dorothy Davis-Labor-Management Committee
Ruby Fetzer - Steward

#59 IAM AFL Indiana

Mr. Clyde Pruitt -- President
Mrs. Phyllis Power --Safety Comm., Chmn. Entertainment

Mrs. Gracie Irvine-Examines new applicants
Mrs. Lillian Foster-Rec.Secy.

#60

#65 WLB CASE R C A INDIANA I B E W

Mr. Louis E. Clark - President
Mr. Fred Gauler-Fin.Sec.
Miss Martha Taylor-Grievance Comm.

Miss Dorothy Ebersole-Ex.Bd.
Miss Naomi Wagner-Ex.Bd.

WLB CASE FED.LABOR UNION AFL INDIANA #61

Mr. Orville Passwater-Fin. Secy.
Miss Ada Williams - Rec. Secy.

Mrs. Gertrude Harris -Former Rec.Secy.
Mr. William Wilson - President
Mrs. Mame Jenkins - Member

#62 I.U.A.W.A. A.F.L. Kentucky.

Mr. J. F. Mitchell - Vice Pres.
Miss Helen R. Ford - Fin. Secy.
Mr. Peter G. Noll, Regional Dir.
Mrs. Dorothy Mitchell - Member

Miss Ethel M. Reed - Member
Miss Ragon Galloway - Member
Mr. Herbert Worth - Committee
Miss Marie Kessinger - Member

Ray A. Bailey - Chief Bus. Agent
Ed. Schroedter - President
Mr. Herman Luedke - Fin. Secy.
Miss Betty Dressler - Steward
Miss Marie Tress - Member

Miss Anna Asmann - Steward
Miss Myrna Harder - Asst. Editor
Miss Louise Andritsch-Steward
Miss Julia Hart - Acting Steward

#63 I.A.M. AFL Wisconsin

#64 - I.A.M. - AFL Wisconsin

Mr. Leslie A. Gray - Fin. Secy.
Mr. Clarence Krebs - Head Steward

Angeline Macak - Steward & Bargaining Comm.
Mr. Edward Roob - President

#65 I A M - A F L WISCONSIN

Mr. John C. Strasen - Business Agent
Mr. Eugene Dellman - Head Steward
Miss Doris Maciolek - Steward
Miss Florence Cichucki - Steward
Miss Margaret Turdo - Steward
Miss Dorothy Bleigh - Steward
Mr. Ed. Roob - President

#66 I A M A F L -WISCONSIN

Mr. Ed. Rbob - President
Mr. Ralph Oscwski - Head Steward
Mrs. Eleanore Tosch - Steward
Miss Mary Kiel - Steward
Miss Florence Mueller - Steward
Miss Dorothy Steinbauer - Shop Comm.

#67 I B E W A F L WISCONSIN

Mr. James Watson - President
Mr. Ervin Michelis - Rec. Secy.
Miss Clarice Cizewski - Steward
Mrs. Alice Baesemann - Steward
Miss Elizabeth Skiva - Steward

#68 UAWA - AFL Wisconsin

Allen Guthmueller - President
Miss Sally Orkowski - Rec. Secy.
Miss Ione Wangren - Steward
Miss Gertrude Hoffman - Sergeant at Arms

#69 U A W A A F L - WISCONSIN

Miss Elizabeth Zimmerman - Rec. Secy.
Mrs. Pearl Thom - Fin. Secy.
Miss Viola Cummings - Chief Steward
Mr. Omer Weidman - President

#70 I U U A W A A F L WISCONSIN

Mr. Roger M. Strachoda - Fin. Secy.
Mrs. Lucy Miller - Member
Mrs. Ailean Laestica - Member
Miss Eleanor Mailinger - Deputy Steward
Mr. Leonard Hackert - President

#71 UAWA - AFL Wisconsin

Mr. Clifford Matchey - Fin. Secy.
Mrs. Edna Gallagher - Member
Mr. Clarence Erhman - President
Miss Flora Belknap - Shop Steward
Miss Alice Erdman - Member

#72

Mrs. Louise Cox, Shop Steward, Dept. 120
Mr. Harold Weiland, Chairman of Bar. Com.
Mr. Felix Reisdorf, Fin. Sec'y.
Mrs. Madeline C. Albright, Mem. of Ed. Comm
Mrs. Barbara Kelly, Steward
Miss Florence Kelly, Shop Steward
Miss Betty Mallman, " "
Miss Katherine Lecher, Steward
Mr. Claire N. Smith, Bus. Rep. of IAM Dist. 10
Warden Roberts, President

#73

Mr. Leo Rogers, Pres.
Mrs. Florence Harris, Recording Sec.
Mrs. Lucille Graziano, Vice-pres.
Mrs. Mable Rogers
Miss Irene Nattles, Sec. at Union Office

Mrs. Maude Antionette, Mem. of Shop Comm.
Mr. LaFonte, Bus. Agt.

#74

Wm. Cypacar, Pres.
Mr. Edward Lense, Recording Sec.
Miss Kay Patterson

Miss Henrietta Gawel
Mrs. Anne Wilkerson

#75

Joseph Manardi, Pres.
Sam Laderman, Bus. Mgr.
Sidney Garfield, Bus. Agt.
Mrs. Bessie Neeley, Sec'y & ass't. Shop Chmn.
Mrs. Lee Davis, Office worker

Miss Rosebud Jones, Inspector
Miss Helen Tankersley, "
Mr. Jimmy Whitfield, Vice. Pres.

#76

Mr. Jos. Sharp, Pres.
Mr. William Mugan, Financial Sec'y

Miss Anna Buisveen, Committeewoman
Miss Mary Bryant, Shop Chmn.

#77

Mr. Edward Thomas, Pres.
Mrs. Lora Skyles, Tool Inspection
Mr. Walter Douard, Bus. Agt., IAM

Mrs Frances Goraber, Mem. of Exec. Bd.
Miss Lucille Kiar, Gyro Balancing Dept.

#78

Anthony Audia, Chairman Bargaining Com.
Mrs. Mollie Valenti, Financial Sec'y.
Mr. Angelo Inciso, International Rep. U.A.W.A.
(No other interviews were possible as plant went out on strike after scheduling started and Mr. Audia failed to mail names and addresses of women. Valenti referred to Mr. Audia as only one to get names from. Inciscо did not have addresses in has office.)

#79

Mr. Charles T. Morris, Pres.
Mrs. Mary Sefton, Stewardess
Joe Zyck, Recording Sec.

Mrs. Matovina, oven tender
Mrs. Florence Matson

#80

Mr. Harry Cox, Pres.
Miss Elvira DiCenzo, Shop Steward
Mr. Anthony Pusateri, Bus. Agent
Miss Mary DiCenzo Union Mbr.
Mr. Howard Koss, Ex. Bd. Mbr.
Mrs. Adeline Vassios, Shop Steward

Mr. Vassios
Miss Catherine Janis, Shop Steward
Mr. Florian Zientra, Shop Steward
Mr. William Rudolph, Mbr. Ex. Bd.
Mrs. Florence Kappler

#81

R. E. Seip, Pres.
Mr. Louis Rossi, Shop Chairman
P.M. Darling, Bus. Agt., I.B.E.W.#1031

Mrs. Ethel Duffey, Steward
Miss Irene Green, Steward

#100 UERMWA CIO WISCONSIN WLB CASE

Miss Shirley Mislove - Business Manager
Miss Dorothy Srok - Committeeman
Miss Ruth Tolliffe - Member
Miss Evelyn Strasewski - Member
Miss Esther Rejman - Member
Miss Adeline Berendt - Member
Mr. Earl Hammel - Recording Secretary
Mr. Adam Pierce - Secretary-Treasurer

#101 IUAAAIWA CIO WISCONSIN WLB CASE

Mr. Robert Schmidt - President
Mrs. Ruby Smith - Guide, Ex. Bd. Member
Mrs. Mae Dutton-Chmn, Bd. of Trustees Ex.Bd. Member
Mrs. Clara Knocke - Steward

#102 I U A A A I W A C I O WISCONSIN WLB CASE

Harold Christoffel-Chmn. Bargaining Comm.
Mrs. Esther Handler - Director of Activities
Mr. Robert Buse - President
Miss Eunice Dricken - Member
Mr. Stanley Kroade - Committeeman
Miss Frances Mynor - Committeeman
Mrs. Clara Loeffler - Member
Mr. Fred McStrout - Rec. Secy.
Miss Annie Wilke - Guide, Ex. Bd.
Mrs. Fina Denny - Committeeman
Miss Mary Kurtz - Committeeman
Miss Frances Struck - Ex. Bd.

#103 I U A A A I W A C I O WISCONSIN WLB CASE

Mr. Frank Brinkman - President
Mr. Charles O'Laughlin -Rec.Secy.
Miss Esther Meyer - Fin. Secy.
Miss Mary Anne Engle - Guide
Miss Irene Wasniewski - Member (Forelady)
Mrs. Virginia Doker - Member
Mr. Lawrence Calstrom-Wisconsin Director UAW
Mr. Walter Cappell - Int. Representative

#104 I U A A A I W A C I O WISCONSIN

Mr. Valentine Hahn - President
Miss Geraldine Loeffler - Shop Steward
Mrs. Pauline Boehm - Member
Miss Leona Czronta - Member
Miss Dolores Myer - Member

#105 U A W A C I O WISCONSIN WLB CASE

Mr. John Parbs-President
Mr. Paul Steffes - Fin. Secy.
Mrs. Evelyn Cain - Shop Steward
Mrs. Beatrice Bittner-Shop Steward
Mr. Claude Kleim - Rec. Secy.
Mrs. Stella Gigl - Shop Steward

#106 U S A C I O WISCONSIN WLB CASE

Mr. William Stone - President
Mrs. Delia Dietrich-Treasurer
Miss Emma Tremmier - Rec. Secy.
Mr. Andrew Torrai - Vice Pres.
Miss Stella Cieslak - Member

#107 U S A -C I O WISCONSIN

P. J. Martin, - Fin. Secy.
Mr. Walter Hart - Pres.
Mrs. Martha Sarsky - Shop Steward & Bargaining Comm.
Miss Betty Klugler - Member
Miss Kate Olson - Member

108

Albert Towers, Pres.
Mrs. Joanne Kelley; Inspector, Editor of Local 65, U.S.A. Newspaper
Miss Elsa Graves, Slow Cool Operator
Steve Lesniewski, Rec. Sec.,
Miss Katharine Martin, Chmn. of Women's Org. Com., Steward
George Mischeau, Intn'l. Rep.
Miss Virginia Lasser, Steward

Conference Nov. 11, 1943
with Miss Christman
on Union survey.

11-11-43

Contracts { local union official is on negotiating committee
head + shop stewards have contracts.
+ union member.
Could get list of shop stewards from local union.
Contact head shop steward first then ask for women shop steward + women union members.
Will have to get invitation.

Local union official has books with men + women membership
If not, shop steward has it.

Job classifications.
Determine attitude of local union toward women taking men's jobs.
Then ask shop steward.
Take for granted that attitude toward women is in favor of equality.

Look at wage schedule to see whether it says "male" + "female". Information on that point especially.

Seniority provision. Ask if there is oral agreement bt. Co. + union.

Airport: Mrs. O'Connor x
#90 ground crew, repair engines.
15 women.
$100 woman $190 man. beginning rate after training.
Refuse to grade women as ~~senior~~ mechanics.

Miss Christensen for Miss Erickson

If 12 or more locals in one city (sometimes 4 locals)
1 all locals in city have joint council or Joint Bd.
Ea send 2 representatives to ↗
The Joint Bd. negotiates ~~to~~ contract with all firms.
Make 1 over-all contract for all plants.
Individ. Contract may vary in details but are the same so far as conditions vary.

No use going to every local if there is a joint council!

Copies Sent to OC + Bagwell
11-20-43

Nov. 20, 1943

Trade Union Survey.

Suggestions for Filling Out Schedule:

General: Agent should make some entry after each question to show that it has not been overlooked. If information on any question is not available so that the question cannot be answered specifically, an entry of "not obtainable" should be made.

Page 1. Information concerning local union.

Questions on this page relate to general activities of the local union and local union members in all plants with which the union has contracts.

Question 4. Number of members should include all members, irrespective of their type of work and irrespective of the plants in which they are employed.

Page 2. Comments.

This page is to be used only for women's union activities, not for general information.

Page 3. War Labor Board case data.

Questions on this page (and all subsequent pages) relate to the local union's activities in one particular plant.

If the local union and the one plant selected have had a series of War Labor Board cases, the agent will not necessarily try to report all such cases but should select those which appear to be most important to women. The agent should use a copy of page 3 for each WLB case reported on. In other words, each page 3 used should relate to one WLB case only.

Page 4 Plant union data.

Agent should ascertain whether there is a later contract than that used by the Women s Bureau and attach any such contract to schedule, if obtainable. Answers on schedule will of course pertain to latest contract, i.e., contract in effect at time of agent's visit.

November 15, 1945
given to Mrs O'C.
11-13-43

PRELIMINARY WORK ON UNION SURVEY

Go to Regional Board in Chicago Monday November 15. ~~Sat~~

Get rulings on all Indiana cases

Sort out cases for which BLS contracts are available. Send names of local and employer in those cases to Washington office.

Washington office sends back digest of contract.

Washington office will write to CIO and AF of L State organizations in Indiana prior to agent's visit.

Agent's visit ~~him~~ CIO and AF of L State organizations.

Explain survey, and get names of officials at local unions to be contacted, and send such names to Washington office, where agents desire letter to precede them.

Washington office then writes letter to local union. Tie it up with WLB.

Union State organizations will also go over list of WLB cases and suggest plants to be visited for which BLS does not have contracts.

Agents then contact local unions.

Copies sent to O'C. & Bagwell
11-20-43

Nov. 19, 1943

Trade Union Survey.

Contract Data to be Supplied Field Agents by Women's Bureau Office:

Agent will notify Women's Bureau office, at least one week in advance of contact, of names of local union and employer involved in War Labor Board case selected as the basis for contact. Women's Bureau office will send copy of relevant contract provisions set up under same general headings as schedule questions. Contract will be identified by date and duration, and provisions will be identified by page and number. Agent will check Women's Bureau contract data with local union official to ascertain: (1) whether there is a later contract or supplementary agreement which supersedes all or part of the data furnished; (2) if not, whether contract data furnished by Women's Bureau is complete, and what is the correct interpretation of ambiguous provisions. Agent will then enter answers on schedule. Answers should be definite and should clearly state the meaning of the contract. An entry of "see contract" is not a usable answer.

Following is the outline form which will be used by Women's Bureau office in copying contract provisions for agent's use. If contract contains no provision, the words "no provision" will be entered.

1. Name and location of plant

2. Name and location of union

3. Date and duration of contract

4. Kind of contract

5. Collection of dues

6. Wage provisions:

   (a) "equal pay" clause
   (b) Starting rate provisions
   (c) Provision for minimum rate at end of probation period
   (d) Automatic progression policy
   (e) Rest periods

7. Seniority:

   (a) Provisions distinguishing between sexes
   (b) Reference to types of seniority
   (c) Limitations of women's seniority
   (d) Seniority in relation to placement on shifts
   (e) Leave of absence

Sent to Bagwell at her request on

DIGEST OF CONTRACT December 2, 1943

1. Oakes Products Division
of Houdaille Hershey Corp.
North Chicago, Illinois

2. United Automobile Workers, CIO, Local 992

3. Contract dated June 17, 1943.

Duration: One year. Thereafter to continue in effect unless either party requests change on 30 days' written notice.

Also Supplemental Agreement (same date as contract) which is limited to job and rate sheet.

4. Kind of Contract.

Art. 1.-Recognition: The Company consents that the employees who are now on the payroll and any new employees who may be hired shall become members of and remain in good standing with the Union.

5. Collection of Dues.

No provision.

6. Wage Provisions.
From Contract: Article 6 - Hours and Wages.
1. Employees shall not be requested nor permitted to work more than eight (8) hours in any twenty-four (24) hour period, nor more than forty (40) hours in any one week, on straight time. If there are three shifts, each shift will work seven and one-half (7-1/2) hours, and be allowed one-half (1/2) hour for lunch. It is understood and agreed that the brazing furnaces must be run during lunch periods as the process must operate continuously and cannot be shut down without serious damage and delay.

2. (a) Time and one-half will be paid for all overtime in excess of eight (8) hours in any one day and for the first eight (8) hours work on Saturday. Double time will be paid for all hours worked in excess of eleven (11) hours in any one day and for all time in excess of eight (8) hours on Saturday. Double time will be paid for all work performed on Sunday and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

(b) Due to the fact that it is desirable for the convenience of employees that in some instances they ring clock cards before the regular starting time and due to changing clothes and washing, etc., some employees ring out later than their regular quitting time, it is understood that no overtime, as outlined in the preceding paragraph, will be paid unless the employee has written authorization (overtime pass) from his foreman to work longer than his regular shift.

3. An employee called to work and sent home shall receive not less than two (2) hours pay at his average hourly rate. It will be necessary for the employee to secure a time slip provided for this purpose by his foreman before leaving the plant.

4. Piece work prices will be established by time study. Employees shall have the right to question the time study of any job that may appear to be improperly times, and in case of dispute in the re-timing of any operation the operation in question shall be retimed by the Company and the Union.

5. The Company and Union have the right to retime any job when changes in material, design or product, tool or tools, equipment or sequence of operations have been made.

6. Any provisions in this agreement requiring approval of any governmental agencies shall not become effective until approved by such agencies. This has particular reference to wage structures as set up in the supplement to this agreement.

7. A bonus of five (5) cents per hour will be paid all employees regularly employed on the second and third shifts. These shifts normally start at 4:30 P. M. and end at 8:00 A.M.; however, these hours may be changed to other hours depending upon conditions unforeseen at this time.

8. When an employee is required to fill the place of another receiving a higher rate of pay, the employee shall receive the higher rate of pay for the time so worked, but if required to fill temporarily, a lower rate job, the employee's rate will not be lowered.

The following sections were not copied:

Section 10. Compensation to Shop Committee for time spent in negotiation.
Section 11. Strikes.
Section 12. Vacations.
Section 13. Premium pay for work on 6th or 7th day.

From Supplemental Agreement:

Sex wage differential appears in the following jobs:

Production Labor:

Machine Operator, Press Operator, Spot Welder, Assembler, Evaporator Ass'y:

	Date rate		Base rate
	Min.	Max.	
Men	72½	72½	85
Women	57½	57½	67½

7. Seniority.

Article 5. Seniority.- 1. The Company agrees that length of service shall be the dominating factor in lay-offs and re-hiring if the employee has qualifications. Qualifications will be agreed to by the Shop Committee and the management.

Provisions 2, 3, 4, 5, not copied.

6. The Company and the Union subscribe to the principle of up-grading employees to better jobs, based on their seniority, experience, aptitude and record of employment. The Shop Committee shall assist with an up-grading program by submitting names to the Personnel Office of employees desiring certain jobs and the company shall cooperate by notifying the Shop Committee when new positions are open or vacancies occur.

7. All new employees shall be considered as on probation for a period of thirty (30 days, and during such period shall not be entitled to seniority within the meaning of this agreement. After such period his name shall be placed on the seniority list and his standing on the seniority list shall be determined by his date of hire.

7 (e) Leave of absence.

No provision for illness.

November 13, 1943

PRELIMINARY WORK ON UNION SURVEY

Go to Regional Board in Chicago Monday November 15. Get rulings on all Indiana cases

Sort out cases for which BLS contracts are available. Send names of local and employer in those cases to Washington office.

Washington office sends back digest of contract.

Washington office will write to CIO and AF of L State organizations in Indiana prior to agent's visit.

Agent's visit CIO and AF of L State organizations.

Explain survey, and get names of officials at local unions to be contacted, and send such names to Washington office.

Washington office then writes letter to local union.—Tie it up with WLB.

Union State organizations will also go over list of WLB cases and suggest plants to be visited for which BLS does not have contracts.

Agents then contact local unions.

Nov. 10, 1943

Name of Union:
Affiliation:
Number of local
Location

Agent _____
~~Schedule No:~~ _____
Date _____

INFORMATION DESIRED FROM UNIONS WITH WLB CASES:

1. Identification of War Labor Board case:

Full title of case, incldding name of local union, employer, and Regional WLB case no.:

If settled by Regional WLB, date of decision:

If appealed or pending, explain:

Attach decision of Regional WLB ~~attached~~ to this schedule?

2. Identification of local union involved in this case:
(If more than one local union, use separate schedule for each)

Name and number of local union. (Specify whether CIO or AFL)

Affiliated with what national union?

Person interviewed:
name
address
Date of interview:

3. Identification of employer involved in this case:

Name and address:

Product:

Size of plant (enter here)	Total	Men	Women
If not closed shop, no. of union members			

Name and address of plant steward interviewed:
(Details of interview on last page of schedule)

4. Source of contract information on this schedule:

Was summary of contract from W.B. used in interview?

Was copy of contract furnished agent by union official?

Are answers in this schedule based on union official's statements without ~~xxf~~ checking against the contract?

5. General information on woman membership this local union:

No. of women members in this local

Are the following the same or different for women and men; and what are they:

Union dues.
Initiation fees
Benefits.

Union offices held by women:

Woman's attendance at meetings:

What is the union's program in regard to women:

6. Information on "equal pay":

(a) Contract provision:

Is equal pay provided for in contract?

If so, what type of provision:
(1) Rate for the job, irrespective of sex.
(2) "Equal pay" clause?

~~If not, does the contract openly discriminate against women~~
Scope of contract provision:
(1) Is entrance rate same for men and women?
(2) If automatic progession clause, is it the same for both?
(3) Is "equal pay" in effect only where women perform men's jobs? Explain,
Does contract openly discriminate against women regarding wage rates?

(b) Plant practice:

Was "Equal pay" in effect before WLB case?
Was union instrumental in getting it put in effect before WLB case?
If WLB ordered "equal pay", what has union done to get it put in effect?
If women not now entitled to "equal Pay", why not?

7. Information on seniority:

(a) Contract provision:
What is union's attitude on seniority for women?
Do contract provisions on seniority make special reference to women?

If so, do they discriminate against women? Specify:
Do they make special provision for leave of absence due to illness?
Do they limit women's seniority to the war period?
~~How is seniority affected by illness?~~

(b) Plant practice:

What practical effect does seniority or lack of it have on women's present employment in the plant?

(1) Are women assigned to night shifts because they lack seniority?
Is selection of employees for different shifts based on seniority?

(2) Are men promoted ahead of women because they have greater seniority?
Is promotion based on ability & seniority?

Is women's seniority affected by leave or absence for pregnancy or other illness?

~~Will lack of seniority~~

8. Information on Women's job classifications and upgrading:

(a) Contract provisions:

Are there any contract provisions as to what jobs women are permitted to fill

Does contract provide for changes in job specifications to adapt them to women?

Does contract dontain any special provisions with regard to upgrading of women?

(b) Plant practice:

Are women kept in lower classifications indefinitely?

Is it possible for women to fill succeeding jobs in the usual line of progression so they can actually attain the higher-paid jobs?

(Question 9 of Schedule No. ——; Agent ——————————)

9. Interview with shop steward:

Identification: name and address
date interviewed
local union affiliation
plant at which employed

To what extent do the following plant facilities adequately meet women's needs:

Lunchroom

Restroom

Toilet
Cloakroom
Other

What is the union doing to improve plant working conditions?

Does the employer discriminate against women in the matter of:
Wage rates

Job classifications

Upgrading
Other

What is the union doing to imppove women's economic status in this plant?

What part do women take in union activities?

Ideas on how to hold women membership in union during post-war period:

glamor of working at the airport.

Other young women in civil service [illegible] working for the air cargo [illegible]

Nov 2 - 1943

Women Making Good as Welders, Asserts Labor Bureau Report

Washington, D. C., Nov. 1 [Special].—Women working as welders in shipyards, aircraft factories, machine shops, munitions works, and all war industries are making good, Miss Mary Anderson, chief of the women's bureau in the department of labor, reported today.

"Despite the pre-war notion that to be adept at welding took years of experience, women have already effectively replaced men as welders in aircraft assembly plants and today not only weld on all types of metal but have mastered various types of welding—spot, arc, and oxacetylene [torch] welding—on engine mounts, manifolds, and other airplane parts," Miss Anderson's report said.

At one shipyard women welders were found to be working on the top decks of ships on the ways, at outfitting docks, and on the lower decks and deep in the holds.

Some drawbacks to women's employment as welders were reported. One welding school instructor said it was his experience that it takes two weeks longer to train a woman welder than a man. He also felt women tend to "give out" after five or six hours, tho he added that some very small girls make good welders. Other yards, however, reported women learn faster than men.

* *

Wellesley Club to H[illegible]

Chicago-Ill
Nov 2-43

Dear Miss Anderson:-

I was at the Reg. W.L.B. to day. Looked up Canedy Mfg. Co - I.A.M. case no 6-7995. I found no report of Nat. W. L. B. attached.

The Industrial Condenser Corporation Case No. 6-15-740. The order of approval attached, I have copied from Repat & Recommendations (the set up) no unions involved.

Also enclosed another case, the girl in the file room copied those addresis, I was unable to see the file myself. Both Mr Sparling & Mr Jimerson signed the unions brief.

Also enclosed find clipping, I thought you would be intrested in

Sincerely
Agnes J. O'Connor

WOMEN'S BUREAU
NOV 4 - 1943
DEPARTMENT OF LABOR

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

INDUSTRIAL CONDENSER CORPORATION
(Chicago, Illinois)

September 27, 1943

Case No. 6-15,910

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby partially approves the application of the company dated July 21, 1943, as follows:

1. The plan for making apprentice and merit increases as follows:

	FEMALES	MALES
Starting Wage	.47	.55
1 Month's Employment	.52	.60
3 Months' Employment	.54	.65
6 Months' Employment	.56	.70
1 Year's Employment	.58	.75

Adjustments within the established rate ranges after the first year of employment shall be in accordance with the requirements of General Order No. 31, as amended, copy of which is attached.

2. The rate ranges for the various job classifications are approved as set forth in the schedule attached.

This Order shall be effective as of the date requested, except that in the discretion of the employer a later effective date may be selected.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/ John Day Larkin	s/ Thomas B. Freeman	s/ Joseph J. Kehoe
s/ Dale Yoder	s/ John W. O'Leary	s/ Samuel C. Evett

OVER.

JOB CLASSIFICATION	APPROVED RATE
Solderers-M	.80
" -F	.65
Assemblers-F	.65
Winders-F	.65
Riveters-F	.65
Labelers-F	.65
Punch Press, Kick Press, etc.-M	.80
" " " " -F	.65
Impregnating-M	.80
Paint Sprayers-M	.80
Plating Machine-M	.80
Wax Pourers-F	.65
Degreasers-M	.80
" F	.65
Testers & Inspectors-M	.80
" " F	.65
General Factory Work-M	.50 - .65
" " F	.45 - .60
Shipping and Stock room-M	.80
" " " F	.65
Porter & Matron-M	.80
F	.65

Report of Recommendations

1. Case No 6-15-740
2. Date Sept 22-1943
3. No. of Employees 230
4. No. " " involved 217
5. Price relief sought none
6. Proposed effective date Immed.
7. Case, Name, City Industrial Condenser Corp - Chicago - Ill
8. Products or Service Mfgr of Fixed Capacitors
9. Type of Application Voluntary adjustment
10. Name of Union None
11. Recommendation Partial approval
12. Type of case Gross inequities, Stabelized rates
Intra plant differentials

Nels Sparring, Secy Local 615
Amal Meat Cutters
Labor Temple Bldg.
117 Fourth St S.C
Mpls Minn.

E. O. Jimerson - Pres -
Rm. 706 -
160 N. La Salle St.
Chicago Ill.
Marked copy at office
Was dated Oct 20 or 27-1943.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:	:	
THE CUDAHY PACKING COMPANY (Minneapolis, Minnesota - New Ulm Plant)	:	
and	:	Case No. 111-870-D
AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN OF NORTH AMERICA, AFL LOCAL NO. 615	:	

DIRECTIVE ORDER

The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders and Regulations issued under the Act of Congress of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, hereby denies the Union's request for a guaranteed work week of forty-eight hours, remands the issue back to the parties for settlement by negotiation and orders:

I. The terms and conditions of employment which shall govern the relations between the parties and which, except as modified by mutual agreement of the parties, shall be in effect until the further order of the National War Labor Board, or until such date as the parties may mutually agree upon, shall include the following:

A. Retroactive to March 20, 1943, or such later date as the parties may have agreed upon, there shall be established the following wage rates for the following classifications:

Live Receiver Killer Head Feeder Grader Packer Box Nailer	.57½ per hour
Ruffers Scalders Wax Breakers Hanger On Taking Off Head Hanger Cropper	.52½ per hour

Creamery Department

Male Asst. Buttermakers	.60 ¢ per hour
All other male workers (Buttermaking)	.52½¢
All other female workers (Buttermaking)	.47½¢
All other male workers	.50 ¢ per hour
All other female workers	.42½¢
Route Buyers	.57½¢ per hour
Engineer and maintenance man	.60 ¢ per hour
Asst. Engineer & maintenance man	.57½¢
Night Watchman.	.52½¢
Egg breakers.	.42½¢ per hour
Floor lady	.47½¢
Kitchen lady	.47½¢

Any employee who has either quit or been discharged between the retroactive date established by a Directive Order of the National War Labor Board and the date of the Order shall receive the amount of the increase for

his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

B. "When an employee, either a present or future member of the Union, individually and voluntarily certifies in writing after the date of this Directive Order that he will as a condition of employment maintain his membership in the Union in good standing during the life of the contract, such employee shall be obligated to maintain his membership in the Union in good standing during the life of the contract as a condition of employment.

"Any dispute as to the interpretation of the provisions of this paragraph (B) shall be adjudicated by an arbitrator, appointed by the Regional War Labor Board, whose decision shall be final and binding."

II. This order shall stand confirmed as the order of the National War Labor Board and shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, Washington, D. C., in which event the portions of this order of which review is sought shall be suspended until disposition of the petition for review, or until the N.W.L.B. otherwise directs, or the parties otherwise agree.

III. If a price increase is involved, as required by Executive Order No. 9250, provision A of this order may be put into effect only upon determination by the Office of Price Administration that the wage increase ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR
s/Dale Yoder	s/Bertram J. Cahn	s/Alice Smith
s/Horace M. Gray	s/Samuel P. Carson	s/Rudolph Faupl

Oct 30-43

Dear Miss Anderson

I have a case in my note book and dont recall whether I wrote you about it or not in fact several cases. One of them I copied name + case no. etc.

Case no. 6-16-343
L. S. Ayres + Co Dept Store
Indianapolis - Ind
no union.

The above case refus to salespersons all the way thru, stenographhus, file clerks etc. A recommendation of 50¢ hr minimum for salespersons.

Have seen several cases pertaining to office workers, from Banks, large Corporations, requesting increases, and they were all job classifications, and not sex.

Sincerely.
Agnes J. O'Connor

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

SANGAMO ELECTRIC COMPANY
(Springfield, Illinois)

October 20, 1943

Case No. 6-17,256

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issues thereunder, hereby approves the wage adjustments and plan for merit increases within the rate ranges as submitted in application of the company, etc., submitted in application of the company dated August 19, 1943.

This Order shall be effective as of October 20, 1943 except that in the discretion of the employer a later effective date may be selected.

FOR PUBLIC	FOR INDUSTRY	FOR LABOR
s/ Dale Yoder	s/ W. Homer Hartz	s/ Samuel C. Evett
s/ Peter J. Angsten	s/ Hopewell Rogers	s/ Rudolph Faupl

Oct 26-43

No Union.

Sheets + sheets of job classifications were attached, specifying male rates + female rates, with columns of figures for each classification. I will give a few examples, but could not copy the columns of figures as they stretched clear across the whole page.

Press Punch Press etc
Class C. Female ——————
Temp- Uncl " (~~Means~~ Means Temporary Unclassified)
Elgin Lathe Optrs Female ——
" " " Temp ——
" " Uncl Female —
Assembly Optrs Female ——
" " Temp Uncl ——
Plater Male Class A.
" " " B
Product Inspectors
" " Male Temp.
" " " Uncl
" " Female

In the Matter of:

FELTEX CORPORATION (FIBER CONTAINER DIVISION)
CHICAGO ORDNANCE DISTRICT, ROCK ISLAND, ILLINOIS

and

THE UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, LOCAL 133, CIO

CASE NOS. 111-142-C
111-710-D

DIRECTIVE ORDER

The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders and Regulations issued under the Act of Congress of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, hereby orders:

I. The terms and conditions of employment which shall govern the relations between the parties and which, except as modified by mutual agreement of the parties, shall be in effect until the further order of the National War Labor Board, or until such date as the parties may mutually agree upon, shall include the following:

A. Each employee, whether male or female shall be placed in one of the job classifications designated below at a wage not less than the minimum of the wage bracket provided for that classification.

In the event, through changes in productive processes certain listed job classifications appear to be obsolete or new ones seem to be desirable, then proper Union and Company officials shall make such adjustments and, in case of new job classification, assign thereto a wage range in harmony with that attached to job classifications already established. In the event of the establishment of such new classifications and rates, the parties shall jointly seek the approval of the Regional War Labor Board therefor.

B. The following shall be the job classifications with the rate ranges pertaining thereto.

CLASSIFICATION	RANGE
Gluer	$ .55- .70
Core Nailer	.55- .70
Sticher	.55- .70
Auto Seamer	.55- .70
Ringer	.55- .70
Cap Assembler	.55- .70
Capper	.55- .70
Metal & Silicate Assembler	.55- .70
Tube Checker	.55- .70
Semi-auto seamer	.55- .70
Material Handler	.60- .75
✓Janitress	.55- .70
Shipping Room Laborer	.60- .75
Rec. Room Laborer	.55- .70
Winder Operator	.75- .90
Mixing Room Attendant	.60- .75
Stock Clerk	.60- .75
Winder helper	.60- .75
Helper to Skilled Trades	.60- .75
Packer	.70- .85
Elec. or Gas Truck Operator	.75- .90
✓Relief Girl	.75- .90
Core Assembler	.75- .90
Light Tube Assembler	.75- .90

The above I presume are all so called womens jobs

CLASSIFICATION (CONT.)	RANGE (CONT.)
Tool Crib Attendant	$ .75- .90
Saw Filer	.75- .90
Sprayer	.75- .90
Tar & Glue Carrier	.75- .90
Tube Assembler	.75- .90
Tube Cutter	.75- .90
Slitter Operator	.75- .90
Oiler	.75- .90
Carpenter-General	.83- 1.00
Electrician	.90- 1.10
Welder	.90- 1.10
Millwright	.90- 1.10
Machinist B	.93- 1.10
Machinist A	1.08- 1.20

The minimum of the range shall be the hiring rate for the job. Increases granted within the approved ranges shall be made in accordance with the terms of Amended General Order 31. Present employees shall be placed in the new ranges in accordance with their relative position in the ranges provided in the prior contract.

C. The effective date of the above provisions shall be January 7, 1943.

Any employee who has either quit or been discharged between the retroactive date established by a Directive Order of the National War Labor Board and the date of the Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

The issue of the development of an Incentive Plan is hereby referred back to the parties for further negotiation should they so desire.

II. This order shall stand confirmed as the order of the National War Labor Board and shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, Washington, D. C., in which event the portions of this order of which review is sought shall be suspended until disposition of the petition for review, or until the N.W.L.B. otherwise directs, or the parties otherwise agree.

III. If a price increase is involved, as required by Executive Order No. 9250, this order may be put into effect only upon determination by the Office of Price Administration that the wage increase ordered will not require any change in price ceiling or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified on such action.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR (Dissenting on rate ranges)
/s/ Peter J. Angsten	/s/ Joseph A. Powers	/s/ Samuel C. Evett
/s/ Dale Yoder	/s/ W. Homer Hartz	/s/ Harry E. O'Reilly
/s/ Horace M. Gray		/s/ Rudolph Faupl

Dissenting Opinion

I agree with the opinion of the Board on all points except that of retroactive pay, but I dissent from allowing pay for the full period covered at the highest pay for that period, and this in an increasing market, whereas either the proper pay should be determined at various times during the period or the period changed so that the net amount paid would provide a fair average wage for the period.

/s/ Hopewell L. Rogers

Oct 26-43.

Memorandum
To -
From
Subject
Case No.
Panel
Company
Union
Background

There were sheets + sheets of wage stabilization material, which I could not begin to copy. I simply copied the items putaining to equal pay. There were several other issues involved.

A. O'Connor

Issue One: Equal pay for women employed on Mens Jobs.

Union Demands. That women shall be paid the mens rates when employed on male classifications

Co. Position —

Panel finding of facts: Little distinction can be made between jobs which can be performed with equal proficiancy

Panel recommendations:- A single job classification schedule applicable to both male & female employees.

Wage Stabilization — Follows panel in this respect.

Company Comments:

1. Only certain jobs can be done by women
2. Panel did not settle question of pay for female scrap handlers + packers
3. Women not performing work of comparable quality & quanity as men.

Wage Stabilization recommendation

1. Modification of ranges proposed by panel in accordance with tempory stabilized rates. The minimum rate for the job to be at hiring rate.

ALBERT J. FITZGERALD, *General Pres.* JULIUS EMSPAK, *General Sec'y-Treas.* JAMES J. MATLES, *Director of Organization*

#14

DISTRICT COUNCIL 11

United Electrical, Radio & Machine Workers of America

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

166 WEST JACKSON BOULEVARD

CHICAGO, ILLINOIS

ERNEST DeMAIO
General Vice-President

WESTINGHOUSE AGREEMENT

WABash 3833

Women's Employment - Manpower

For the war emergency, jobs which have heretofore been performed by men and where men are not available, shall be taken over by women and the following shall apply:

The general principle of upgrading shall be practiced; the greatest skill possessed by any employe shall be utilized; there shall be no employment of women on men's jobs if male employees are available who can qualify for the job in question, and his selective service status is satisfactory.

Women placed on men's jobs shall receive men's rates of pay. Men's jobs, before December 7, 1941, shall remain men's jobs. When a woman is placed on a man's job, she shall not, as a result of subsequent availability, be replaced by a newly hired man.

The only justifiable reason for breaking up a man's job for woman's application is that a woman, due to physical requirements, cannot perform the task, or sufficient time for training cannot be taken and male employees are not available either through transfrer or employment. All the elements and operations of the job after breakdown shall be classified on the male keysheet.

Women employees with seniority who apply for transfers to men's jobs shall be given an opportunity to qualify for men's jobs in preference to hiring new women employees for such jobs.

Seniority for women employees transferred to or hired for men's jobs shall be established and maintained as applying to women employees in accordance with the agreement.

Classification of New and Changed Jobs

For the war emergency, jobs established for new products whether manufactured with new or old equipment shall be established as men's jobs. New and changed jobs established for regular apparatus manufactured as a result of change in manufacturing methods which replace existing men's jobs, shall be established as men's jobs, and women, when employed, shall be placed on the male keysheet. Existing women's jobs affected by the change in methods of manufacture will be considered separately and no elements from men's jobs will be included in the new job. Such new jobs will be classified in accordance with the local procedure.

- [redacted] -

ERNEST DeMAIO, *Dist. Pres.* - REUBEN CARLSON, *Dist. Vice-Pres.* - CHARLES PETERS, *Dist. Sec'y-Treas.* - LOUIS TORRE, *Dist. Rec. Sec'y*
Dist. Executive Board Members: JOSEPH DORLACK, WILLIAM BRADY, HERMAN KUEHNE, ALICE SMITH, ARTHUR OTTO

#15

ALBERT J. FITZGERALD, *General Pres.* JULIUS EMSPAK, *General Sec'y-Treas.* JAMES J. MATLES, *Director of Organization*

DISTRICT COUNCIL 11

United Electrical, Radio & Machine Workers of America

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

166 WEST JACKSON BOULEVARD

CHICAGO, ILLINOIS

ERNEST DeMAIO
General Vice-President

GENERAL ELECTRIC AGREEMENT

WABash 3833

ARTICLE VIII

1. The general principle of upgrading should be practiced and the greatest skill possessed by any woman employee should be ~~fully~~ utilized.

2. Women placed on men's jobs shall receive men's rates of pay for the same quantity and quality of work.

3. When a man's job is broken down and part of it is done by women, the lowest job rate or A. E. R. for piece workers, for the new job, shall be the minimum rate for men at the plant where the job is loacted.

4. In the case of new products or when new plants are opened, the ~~jobs shall be~~ classified as men's jobs or women's jobs, in accordance with the classification existing in the older established plants.

ERNEST DeMAIO, *Dist. Pres.* - REUBEN CARLSON, *Dist. Vice-Pres.* - CHARLES PETERS, *Dist. Sec'y-Treas.* - LOUIS TORRE, *Dist. Rec. Sec'y*
Dist. Executive Board Members: JOSEPH DORLACK, WILLIAM BRADY, HERMAN KUEHNE, ALICE SMITH, ARTHUR OTTO

#12

International Union, United Automobile, Aircraft Agricultural Implement Workers of America (UAW)

AFFILIATED WITH CONGRESS OF INDUSTRIAL ORGANIZATIONS

Local Union No. 6

BUICK AVIATION DIVISION

3705 W. North Avenue — Melrose Park, Illinois

TELEPHONE MELROSE PARK 880
MANSFIELD 5242

October
1 9 4 3

Dear Member:

We are happy to welcome you to Local 6 of the United Auto Workers. Over 1000 Local 6 members have entered the Armed Services of our Country; many more will be leaving soon. You are filling a vacancy in the production line and in the Union that these men worked hard to build. Their efforts thus far have won elementary items which we now take for granted; namely -

The Company formerly hired new people at 20¢ below the wage rate and after a prolonged fight the Union won its hiring-in case before the Umpire. Now new people are hired in at only 10¢ below the wage rate and they MUST be paid the top rate within 90 days.

Equal pay for equal work for women was won by our Union in the Contract with the Company signed 10-19-42. A case involving women in inspection was won before the Arbitrator granting them substantial increases above the 79¢ formerly paid. The wage negotiations of a year ago last July granted substantial increases in many job classifications.

You are represented on your job by your Union Committeeman who is elected each year by the members he represents. If any question arises between you and your Foreman, DON'T GRUMBLE! Tell your Foreman - "I want to see my Committeeman." The Company recognizes this as the proper way to settle differences under the terms of the Contract.

Your dues are payable on or before the 1st of each month and each member is responsible for their prompt payment. If it's inconvenient for you to stop at the Union Office, you may send a money order by mail. Any member becoming in arrears in dues for two calendar months is subject to a penalty of $2.00 as provided in our By-laws.

Copies of the By-laws and Constitution are available at the Local Union office - directly across the street from the main offices of the Buick Plant - 3703 W. North Ave. The office is open from 8:00 A.M. to 6:00 P.M. to serve you.

Plan to attend the special membership meeting scheduled for the 27th of October. Read your Union Bulletin Boards in the Plant.

Fraternally yours,

GMc:S
uopwa
cio24

George Mc Intyre
Financial Secretary

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AGREEMENT

BETWEEN

WHEELCO INSTRUMENTS COMPANY, CHICAGO,

AND

LOCAL 1150, UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA (CIO)

THIS AGREEMENT entered into this thirtieth day of July, 1943, by and between WHEELCO INSTRUMENTS COMPANY, of Chicago, Illinois, hereinafter referred to as the "Company" and Local #1150, UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, Affiliated With the Congress of Industrial Organizations, hereinafter referred to as the "Union".

WITNESS:

WHEREAS, the parties hereto being desirous of stabilizing labor relations, eliminating labor disputes, to promote a harmonious industrial and economic relationship between the Company and the Employees, to set forth the basic agreement as to rates of pay, hours of labor and other conditions of employment, and to provide a method for the intelligent and equitable handling of grievances and differences of opinion which might arise from time to time, mutually agree as follows:

ARTICLE I: RECOGNITION

Section 1. The Company recognizes the Union as the sole and exclusive collective bargaining agency for all the Employees employed by the Company excluding office employees, foremen and other supervisory employees, salesmen, watchmen, guards, engineering and drafting employees.

Section 2. The parties hereto agree that membership in the Union is entirely voluntary and that there shall be no discrimination by the Company or any of its agents or by the Union or any of its representatives or members, against any Employee because of membership or non-membership in the Union.

Section 3. The Union agrees that there shall be no intimidation of Employees to compel them to join the Union and that it will not solicit membership on company time.

Neither the Union nor its members shall transact Union business on Company time except such business as is provided for in this Agreement.

Section 4. Both the Company and the Union desiring that a state of genuine harmony shall exist between them, agree as follows:

That any Employee who is a member of the Union and has so certified to the Company in writing after the signing of this agreement shall, as a condition of employment, remain a member of the Union for the life of this agreement.

ARTICLE II: HOURS

Section 1. The standard work week shall consist of five (5) days of eight (8) hours each commencing on Monday and ending on Friday. Overtime payment of time and one half shall be paid for all

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work performed in excess of eight (8) hours in any one day and in excess of forty (40) hours in any one work week. Work performed on the seventh day of the standard work week shall be compensated in accordance with Executive Order #9240.

Section 2. Under normal conditions there shall be no work performed on Sundays or the following legal holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Should it become necessary to work on any of these holidays, same shall be compensated at the rate of time and one-half the regular rate of pay in accordance with Executive Order #9240. Should any of these holidays fall on a Sunday, the day following shall be considered as the holiday.

Section 3. When it becomes necessary for Employees to work overtime, they shall not be laid off during the regular work schedule for the purpose of equalizing the time. All overtime shall be distributed as equally as possible among the Employees in each department depending upon the skill and experience required.

Section 4. Where an Employee reports for work in the regular manner and is prevented from working due to no fault of his, and where he has not been notified to the contrary, he shall receive a minimum of (4) four hours regular pay, provided that work is not prevented by an Act of God or other conditions beyond the control of the Company.

Section 5. All Employees required to work on the night shift shall receive ten percent (10%) extra compensation above the established day work rate for the job.

Section 6. At such time as Executive Order #9240 shall become inoperative and/or no other Executive Order or law be in existence governing overtime pay for Sundays or holidays as defined herein, Sunday and such holiday work shall be compensated at double time.

Section 7. It is agreed that an Employee shall not be considered absent in order to receive credit for time worked on the sixth and seventh days if he has been instructed (a) to appear before his draft board, (b) for a Red Cross blood donation, (c) due to a death or funeral in immediate family.

ARTICLE III: SENIORITY

Section 1. (a) Plant seniority shall date from the time an Employee is hired by the Company.

(b) Departmental seniority shall date from the time an Employee begins work in a given department.

(c) Departmental seniority shall not be transferred from one department to another except as hereinafter provided in this Article III.

Section 2. An Employee shall be a temporary Employee for his first ninety (90) days of service and shall have no seniority rights except that his seniority shall date from his first day of employment after he has served his ninety (90) days. The Company shall have the right to transfer, layoff or assign a temporary Employee without regard to the length of service of any other temporary Employee, except that no such temporary Employee shall be discriminated against for membership in or activity in behalf of the Union.

Section 3. In case of any reduction of forces, the following procedure shall be followed:

(a) Temporary employees shall be laid off first.

(b) Employees having less than one year's departmental seniority shall be laid off next in accordance with departmental seniority; i.e., those with the lowest departmental seniority shall be laid off first.

(c) Employees having one year's departmental seniority or more shall be laid off in accordance with departmental seniority except that, where the difference in seniority is outweighed by an employee's unusual skill or special ability to do a necessary job, this factor shall govern.

(d) In a restoration of forces, the same procedure as is outlined in the preceding three paragraphs shall be followed except that it shall be applied in reverse.

Section 4. (a) Employees subject to

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layoff due to lack of work in one department shall be given preference to vacancies in other departments, in accordance with their plant seniority and their ability to perform the work.

(b) Should said Employee so transferred prove unable to perform the work required, the Company reserves the right to lay said Employee off and attempt to fill said vacancies by the transfer of other Employees or by re-employing Employees who have been laid-off, in accordance with their accumulated plant seniority.

Section 5. No new employee shall be hired in any department while qualified workers who have been laid off are available and willing to accept the jobs available.

Section 6. An Employee may apply for a transfer from one department to another. Should an Employee be so transferred at his own request, he shall lose his departmental seniority and shall begin to accumulate departmental seniority in his new department as of the date he begins to work therein.

Section 7. An Employee shall lose his seniority for the following reasons only:

(a) If he shall quit.

(b) If he has been discharged for just cause.

(c) If after layoff he shall fail to report to work within four (4) days of notification mailed by the Company to the Employee's address appearing on the Company's records, to return to work; provided however, that no Employee shall lose his seniority if failure to report is caused by sickness, accident or other good cause.

(d) If he shall engage in other gainful employment while on leave of absence.

(e) If he shall have been unemployed by the Company for one (1) year after a layoff.

Section 8. A seniority list shall be prepared by the Company of all Employees covered by this agreement, designating their department, their departmental seniority and their plant seniority. A copy shall be furnished to the Union. The list shall be kept up-to-date by the Company.

Section 9. When an Employee's regular job is not available for part of a [illegible] he is agreed to lower rated [illegible] shall be paid the rate of his regular

Section [illegible] In each [illegible] there is a steward, for the purpose [illegible] reduction and restoration of forces, steward shall have top seniority pro[illegible] he has had one (1) year's continuous [illegible] ployment in the department.

The chief steward and the assi[illegible] chief steward shall have top seniority [illegible] the plant provided they have had at [illegible] one (1) year's continuous service with [illegible] Company. This provision shall apply [illegible] if the stewards are capable of perfor[illegible] the available work in the department. These regulations shall apply to the period during which the aforementioned representatives are in office.

ARTICLE IV: GRIEVANCES

Section 1. The Company agrees to recognize a reasonable number of stewards selected and designated by the Union for the purpose of settling complaints and grievances within the plant. A list of such stewards and any changes therein shall be furnished to the Company by the Union.

Section 2. Any Employee having a complaint or grievance under the provisions of this Agreement or in connection with the terms of his employment, shall present same in the following manner:

(a) Between the Employee concerned and his foreman. At the discretion of the Employee, the steward may or may not be present.

(b) If a satisfactory settlement cannot be reached by them, the complaint or grievance shall be reduced to writing in duplicate. The foreman and the steward shall note thereon their considerate opinions regarding the controversy. One copy shall be turned over to the chairman of the shop committee and one copy to the foreman. The chairman of the shop committee shall attempt to settle the controversy with the plant manager.

(c) In the event of failure to reach a satisfactory settlement, the matter shall be presented by the entire committee to management at a time mutually agreed upon. The committee may at its discretion be represented by a represents

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ative of the Union in an effort to negotiate a settlement with management.

(d) Should said parties fail to reach an agreement, the complaint shall be referred to a Board of Arbitration consisting of three (3) persons, one (1) selected by the Company, one (1) selected by the Union and one (1) by the first two (2), who shall as soon as convenient, hear the matter and render its decision which shall be final and binding upon all parties hereto.

Each party shall pay the expense of its representative on said Board of Arbitration and shall pay one-half (½) of the expenses of the third member and of any other expenses in connection with such arbitration proceedings.

Section 3. All conferences, when necessary, between Management and the Committee shall be held on the second and fourth Friday of each month at 2:30 P.M.

There shall be no loss of time to Committee members.

Section 4. Should it be found that an Employee has been unjustly discharged, suspended, laid off or otherwise penalized, he shall be reinstated and compensated for any wages lost resulting therefrom. This paragraph shall not apply to probationary or temporary Employees.

Section 5. There shall be no strike, suspension of work, or slowdown by the members of the Union nor a lockout by the Company because of any complaint or grievance while such matters are under investigation or discussion. Any Employee participating in such a strike, stoppage or suspension of work, shall be subject to dismissal.

ARTICLE V: VACATIONS

Section 1. All employees who have completed one year's service prior to September first of any year shall be entitled to a vacation with pay of a minimum of forty (40) hours at their basic day work rate.

Section 2. All employees who have been employed for more than two (2) years prior to September first of any year shall be entitled to a vacation pay with a minimum of eighty (80) hours at their basic day work rate.

Section 3. Those Employees entitled to annual vacations shall take same during the period between June 1st and December 1st. Vacations shall be granted in accordance with seniority. Those Employees with the longest service in the department shall have first choice. Those with the next longest service in the department next choice, etc.

Section 4. If the employment of any Employee is terminated by the Company for justifiable cause after June 1st and before said Employee gets his vacation, he shall be entitled to his annual vacation pay.

ARTICLE VI: MILITARY CLAUSE

Section 1. Any Employee who is inducted into the land or naval forces, whether voluntary or by government order, under the provisions of the Selective Training and Service Act of 1940, or the National Guard and Reserve Officers Mobilization Act, approved September 16, 1940, and August 27, 1940, respectively, shall retain his seniority during the term of this agreement by reason of his absence from employment for such cause, provided he (1) receives the certificate of satisfactory completion of training and service provided for in such acts; (2) is still qualified to perform the duties of such position; (3) makes application for re-employment within forty (40) days after he is relieved from such training and service, and (4) has not voluntarily extended the period of his service beyond his first opportunity for relief therefrom, and provided further that the Employer's circumstances have not so changed as to make it impossible or unreasonable for Employer to restore said Employee to his former position.

Section 2. All Employees under the provisions of Section 1 having had one (1) year's continuous employment with the Company prior to induction, shall receive a bonus equivalent to forty (40) hours at their basic rate of pay.

All Employees having two (2) years' or more continuous employment with the Company prior to induction shall receive a bonus equivalent to eighty (80) hours

REPRODUCED AT THE NATIONAL ARCHIVES

at their basic rate of pay.

Section 2. It is mutually agreed that all Employees subject to military service shall notify management, the date of their induction or enlistment as far in advance as possible.

ARTICLE VII: LEAVES OF ABSENCE

Section 1. Employees, at their request and with the approval of Management, may be granted a leave of absence for a limited time.

Section 2. Any Employee absent on leave who engages in other employment without permission of management or remains on leave beyond the agreed upon period, shall lose his status as an Employee in the Company, unless special permission for the extension had been granted by either the Plant Manager or Director of Personnel of the Company and the committee representing the Union.

Section 3. Should an Employee be absent on account of illness or for some other legitimate reason, he shall notify the Company during the day of such absence unless it can be shown it was impossible for him to fulfill this obligation. Failure to do so shall be subject to dismissal.

Frequent absences shall be subject to discharge.

ARTICLE VIII: WAGES

Section 1. The attached supplement designated as Exhibit "A" - "Wage Schedule and Job Classification" having been presented by the Company to the National War Labor Board for approval, and inasmuch as approval for same has been received by the Company, the Union accepts same to become a part of this contract.

It is further agreed that the starting rates plus length of service increases shall be as follows:

	Male	Female
Starting Rate:	.60 per hr.	.50 per hr.
After 30 days:	.62 per hr.	.52 per hr.
After 60 days:	.65 per hr.	.55 per hr.
After 90 days:	.68 per hr.	.58 per hr.
After 120 days:	.70 per hr.	.60 per hr.

Section 2. Women [illegible] the same [illegible] performed [illegible] be paid [illegible] basis of equal [illegible] ing that [illegible] maintain the [illegible] and competitive productive [illegible] additional assistance and/or [illegible]

ARTICLE IX: BULLETIN [illegible]

Section 1. The Company [illegible] bulletin board [illegible] to be used solely by the Union for the posting of notices. All such notices shall first be submitted to the Company for its approval.

Section 2. The bulletin boards shall not be used by the Union nor its members for the purpose of disseminating propaganda of any kind whatsoever.

ARTICLE X: MANAGEMENT

Section 1. Failure of Employees to observe the shop rules shall be cause for penalty. Discharges and disciplinary measures made necessary by violation of shop rules may be subject to the grievance procedure as outlined in Article II.

Section 2. The management of the plant and the direction of the working forces, including the right to direct, plan and control plant operations, the right to hire, or discharge employees for cause or for other legitimate reasons, or the right to introduce new and improved methods or facilities is vested exclusively in the Company, provided, however, that nothing shall be used for the purpose of discrimination against Employees because of membership in, or activity on behalf of the Union.

Section 3. Men reporting for work under the influence of liquor may, at the discretion of management, be sent home for that day and will not come under the provisions as contained in Article II, Section 4.

ARTICLE XI: GENERAL

Section 1. The Company shall continue to make every possible effort and reasonable provisions for the safety and health of the Employees. All Employees shall avail themselves and use all safety equipment provided.

REPRODUCED AT THE NATIONAL ARCHIVES

Section 2. In the event that any of the provisions of this agreement shall become invalid or unenforceable by reason of any Federal or State law or by Presidential Proclamation now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the agreement or any portion thereof.

Section 3. The provisions of this agreement shall apply alike to men and women.

Section 4. The present policy of the Company in granting all Employees a ten minute rest period during the afternoon shift shall be continued.

The Union agrees to assist management in its endeavor to reduce to a minimum loss of time and will prevail upon Employees to resume work immediately upon completion of the rest period.

ARTICLE XII: DURATION OF AGREEMENT

Section 1. This agreement shall continue in full force and effect for one (1) year from July 30, 1943, and shall be considered self renewing for yearly periods thereafter unless notice is filed by either party with the other in writing to terminate or amend at least thirty (30) days prior to the expiration date of the agreement.

In witness whereof the parties hereto have caused this agreement to be executed and signed by their duly authorized representatives on July 30, 1943.

WHEELCO INSTRUMENTS COMPANY

BY: L. W. Wheeler, President.
BY: E. Schneider, Plant Manager

LOCAL 1150, UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, Affiliated With the Congress of Industrial Organizations

BY: Irving Krane, Business Manager
BY: Pat Amato, President
BY: Jack D. Rittenhouse
BY: George Martin
BY: Aline Rodden
BY: Grace LaFevre

EXHIBIT "A"

WAGE SCHEDULE AND JOB CLASSIFICATION

Tool Maker, Class A	$1.35-1.75
Tool Maker, Class B	1.20-1.35
Tool Maker, Class C	.75-1.20
Engine Lathe Operators	.60-.80
Eng. Lathe Oper. & Set Up	.80-1.10
Turret Lathe Operators	.60-.80
Turret Lathe Oper. & Set Up	1.80-1.10
Milling Machine Operators	.60-.80
Mill. Mach. Oper. & Set Up	.80-1.10
Drill Press Operators	.60-.75
Drill Press Oper. & Set Up	.75-1.00
Buffer-Grinders	
Cutter-Grinders	
Precision Grinders	
(Note: Above three job rates to be set and included in contract when approved.)	
Bench Mechanics, Beginners	.60-.75
Bench Mechanics, Class B	.75-.90
Bench Mechanics, Class A	.90-1.10
Assemblers, Beginners	.50-.60
Assemblers, Wiring & Soldering	.60-.80
Assemblers, Mechan., Beginners	.50-.60
Assemblers, Mechan., Class B	.60-.75
Assemblers, Mechan., Class A	.75-.90
Inspectors, Insp. & Mech.	.60-.65
Inspectors, Final, Class	.65-.80
Inspectors, Final, Class B	.75-.90
Inspectors, Final, Class A	.90-1.10
(Note: Rate for Inspectors, Final, Class A, subject to approval by War Labor Board.)	
Thermometer Calibration, Cl. B	.65-.85
Thermometer Calibration, Cl. A	.85-1.05
Acetylene Welders	.75-.95
Instrument Makers, Beginners	.50-.60
Instrument Makers, Class C	.60-.75
Instrument Makers, Class B	.75-.95
Instrument Makers, Class A	.95-1.25
Pyrometer Calib., Beginners	.50-.60
Pyrometer Calib., Class B	.60-.75
Pyrometer Calib., Class A	.75-.90
Electrical Maintenance	up to 1.25
Gen'l. Maintenance, Class B	.60-.75
Gen'l. Maintenance, Class A	.75-.90
Stock Clerks, Class B	.60-.75
Stock Clerks, Class A	.75-.85
Coil Winding, Beginners	.50-.60
Coil Winders	.60-.70
Scale Drawers, Beginners	.50-.60
Scale Drawers	.60-.70
Shipping Room Help	.60-.75

NOTE: The above copy of the contract has been mimeographed for your information. The contract is subject to an approval vote of membership. In a short while printed copies of the contract will be provided by the Management.

The contract was signed July 30-1943.

REPRODUCED AT THE NATIONAL ARCHIVES

Spring

Nov. 8, 1943

PROPOSED PLAN FOR UNION SURVEY

Purpose The purpose of the survey is to determine the extent to which, in selected industries in which women are extensively employed, local unions which have utilized existing Government wage adjustment machinery have attempted to improve the economic status of their women members, both through such Government machinery, by requesting "equal pay", and independently, by enabling women to share the advantages of union membership equally with men.

Scope The survey is to be confined initially to States coming within the jurisdiction of the 6th Regional War Labor Board, and, in particular, to the States of Illinois, Indiana, and Wisconsin.

The national unions from whose locals information is to be obtained are: (1) International Association of Machinists, AFL; (2) Electrical Workers of America, AFL; (3) Automobile Workers of America, AFL; (4) Automobile, Aircraft, and Agricultural Implement Workers of America, CIO; (5) Electrical, Radio, and Machine Workers of America, CIO.

All locals in the area named, which are affiliated with the national organizations referred to, and which have War Labor Board cases, either settled or pending, will be visited, if possible. The criterion for selection of local unions will not be War Labor Board "equal pay" cases, but any War Labor Board case in which the local is involved. This method of selection will afford information on three types of cases: (1) those in which the union requested "equal pay"; (2) those in which the union did not request "equal pay" because women workers were already receiving equal wage treatment; (3) those in which the union did not request "equal pay" but should have done so.

Information Desired Since the survey proposes to show what the unions contacted are doing for women, the questions should cover both union policy and its application in the particular plant involved in the WLB case. In general, the topics of major interest from a policy standpoint include "equal pay, seniority, upgrading, special provisions for women other than the foregoing, and women's participation in union acitivites.

Method of Survey Information on the national union's policy in regard to women, if any, would be helpful in contacting the local unions, and should be obtained at the outset. Names of unions with WLB cases may be obtained from the Regional Board. Contracts between local unions and employers involved in such cases may be obtained from BLS in many instances, and notations made on the policies in question. This information would then be available to the agent before visiting the local union. On each WLB case, the agent would interview two persons: (1) a local union official, concerning union policy chiefly; (2) a plant steward or other union official in the plant involved in the WLB case, to determine plant practice. Information about women's participation in union affairs would be obtained from both.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

THE CRICOLEIT COMPANY
(Decatur, Illinois)

and

Lodge #977 of C. I. O.

August 17, 1943

Case No. 6-13,247

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby partially approves the application submitted in application of the company June 26, 1943, as follows:

1. 5¢ per hour general increase for all classifications covered by union contract.

2.(a) One week's vacation with pay shall be granted employees who have been in continuous service of the company since June 1, 1942.
(b) Two weeks' vacation with pay shall be granted employees who have been in the service of the company since June 1, 1938.

3.(a) 3.8% production bonus for finishers on bakelite.
(b) 8.0% production bonus for finishers on metal.

This Order shall be effective as of June 1, 1943, except that the parties, upon mutual agreement, may select a later effective date.

The parties, by mutual agreement, shall determine whether increases approved in this Order shall be paid to employees whose employment with the company terminated between the effective date of the increase and the date of this Order.

In view of the fact that the requested wage adjustment will serve as the basis of a request for an increase in the ceiling price of your commodities, this ruling will become effective only upon final approval of the Economic Stabilization Director as required by the provisions of Executive Order #9250.

PUBLIC MEMBERS INDUSTRY MEMBERS LABOR MEMBERS

s/ Horace M. Gray s/ Bertram J. Cahn s/ Joseph J. Kehoe

s/ Lewis Long s/ Samuel P. Carson s/ Samiel Levin

Mr J. L. Hine Jr President
The Grigoleit Co.
Decatur- Ill

Aug 25-43

This is to clarify the Boards order of approval issued to you in the above case.

Point no 3 in the order of approval should be stricken out and the following substituted for it.

Point 3 (A) 8.8% increase in piece rates for buffers and finishers on bakelite.

3 (B.) 8.0% increase in piece rates for buffers and finishers on metal.

Very truly yours
Robt K. Burns
Reg. War Labor Board.

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

REPORT ON RECOMMENDATION

WAGE AND SALARY ADJUSTMENT APPLICATION

Date	August 14, 1943
Case No.	6-13,247
Case Name And Location	The Grigoleit Company Decatur, Illinois
No. of Employees	258
No. of Employees Involved	221
Price Relief Sought	Yes
Proposed Effective Date	6-1-43
Type of Product	Moulding plastics
Type of application	Agreement
Name of Union	Lodge #977 of CIO
Recommended Action	Modified Approval - See last page
Type of Case	Substandard and Gross Inequity also vacation plan.

Proposal

(a) Wage increases in varying amounts. (197 employees increase of .05 per hour; 17 employees increase of .08 to .15 per hour; 3 employees in new classification) See table for details

(b) Change in vacation plan.

Present: Employees with at least 100 days worked from 6-1-41 to 5-31-42 shall be entitled to one week's vacation with pay. (Must have been on active payroll for 6 months immediately previous to 6-1-42)

Proposed: Employees with company continuously since 6-1-42 shall be entitled to one week's vacation with pay.

Employees with company continuously since 6-1-39 shall be entitled to 2 weeks vacation with pay. (Must have been on active payroll for 6 months immediately preceding 6-1-43)

(c) Increase in production bonus rate for buffers and finishers on bakelite or metal in proportion to increase in hourly rate for this classification. (8.8% on bakelite and 8.0% on metal)

Summary of Findings of Fact

(a) Wage Increases

1. Substandard

At present time 27% of the employees are receiving less than .50 per hr. (.47 and .49). Proposed adjustment of .05 per hour will take rates over .50 per hour.

2. Gross Inequity (Stabilized Rates)

Increases for 178 employees (82%) maybe approved on basis of stabilized rates.

Job Title	No of employees	Pres.	Prop.	Stabilized Rate	Recommended
Hand Molders	42	.70	.75	.87	.75
Molders (Automatic Presses)	71	.58	.63	.74	.63
Buffers	12	.57	.62	.77	.62
Bench Operators	51	.47	.52	.58	.52
Packer	2	.47	.52	.64	.52

These increases are all .05 per hour. No claims of intra plant inequities are made and no justification is evident for giving greater increases to the 17 employees for whom increases of .08 to .15 are requested. Recommend approval of 5¢ per hour increase to all classifications. (See Table for rates)

Proposed rates for production store keeper(.65) which is a new classification, is equal to the temporary stabilized rate (.65). Recommend approval of this rate as requested.

(b) Change in vacation plan.

One week vacation for one years service is in line with Board policy. Two weeks for four years service is not.

Recommend modification of vacation plan to:

(1) one week for employees who have been with the company continuously since June 1, 1942.
(2) Two weeks for employees who have been with the company continuously since June 1, 1938.

(c) Increase in production bonus rate for buffers and finishers
Rate is fixed as a result of time studies in cents per 100 pieces buffed or finished. When an employee buffs or finishes sufficient pieces in any given period to more than earn his salary for that period, he is paid for the excess pieces at a specific rate.

Since production bonus rate is based on hourly rate, an increase in the hourly rate should be accompanied by a proportionate increase in the production bonus rate.

Hrly rate on bakelite	is increased	8.8%
" " " metal	" "	8.0%

Recommend approval of increase in production bonus rates for buffers and finishers: 8.8% on bakelite, 8.0% on metal.

Recommended Action

A. Recommend modified approval 5¢ per hour increase for all classifications covered by Union contract.

B. Recommend modification of vacation plan.

1. One weeks vacation for employees who have been with the company continuously since June 1, 1942.

2. Two weeks vacation for employees who have been in the company since 6-1-38.

C. Recommend increases in production bonus rate for finishers.

1. 8.8% on bakelite
2. 8.0% on metal

Officer

E. B. McNatt
Wage Stabilization Director

By_____
Joan Dodds-Analyst

JB

Job Classification	No. of Employees	Present	Proposed	Stabilized Rates	Symbol	Recommended Rates	Basis of Recommended Action
Molders-Hand	42	.70	.75	.67	T	.75	Proposed rate is less than stabilized rate
" Helpers		.57	.62			.62	To maintain differential
Preform Operators	3	.60	.65			.65	" " "
Molders-automatic press	71	.58	.63	.74	T	.63	Proposed rate is less than stabilized rate
" " " Making boosters		.62	.67			.67	To maintain differential
Buffers & Finishers-bakelite	12	.57	.62	.77	T	.62	Proposed rate is less than stabilized rate
" " metal		.62	.67			.67	To maintain differential
Spray Painters		.62	.67			.67	" " "
Punch press Operators		.57	.62			.62	" " "
Plating Operators		.62	.67			.67	" " "
" Helpers		.57	.62			.62	" " "
Tumbler Operators	1	.55	.60			.60	" " "
Tumbler " Helpers	2	.53	.58			.58	" " "
Bench & Mach. lining Oper.	51	.47	.52	.58	T	.52	Proposed rate is below stabilized rate
Packers	2	.47	.52	.54	T	.52	" " " " " "
Firemen	3	~~.57~~	.65			.62*	5¢ increase allowed in line with other approved increases
Maintenance-equipment	2	.57	.62			.62	To maintain differential
" Building	1	.60	.65			.65	" " "
Utility Helpers	2	.50	.55			.55	" " "
Combination janitor & Watchmen		.49	.54			.54	" " "
Watchmen	3	.49	.54	.60	T	.54	Proposed rate is below stabilized rate
Janitors	2	.49	.54			.54	To maintain differential
Set-up man	1	.54	.63			.59*	5¢ increase in line with other approved increases
Gen'l Utility	1	.54	.59			.59	To maintain differential
Shipping clerk		.50	.55			.55	" " "
Shop clerk		.52	.58			.57	" " "
Production Storekespers	2		.65	.65	T	.65	Proposed rate is equal to stabilized rate
Tool room apprentices	3	.35-.70	.50-.85			.40-.75*	5¢ increase in line with other approved increases
Machinist helper		.55-.70	.60-.75			.60-.75	To maintain differential
Machinist	3	.75-1.00	.80-1.10			.80-1.00*	5¢ increase in line with other approved increases
Toolmaker	6	.75-1.30	.90-1.40			.80-1.35*	" " " " " " " "
Welder	1	.80-.90	.85-1.00			.85-.95*	" " " " " " " "
Repairman		.80-.95	.85-1.05			.85-1.00*	" " " " " " " "
Tool crib Attendents	2	.45-.50	.50-.55			.50-.55	To maintain differential

* Modified Rates.

The Grigoleit Co.
Decatur, Illinois

Wisconsin

1) Allis Chalmers Mfg Co. – West Allis plant – Case No 211
Interim Dir. Order 12-11-42
Re: – Est of rules governing the rates of pay for perf. of men's work by women (2 Classifications)

Room 514

Springfield

1) -1 (union) ✓ _____

1) -2 Local 120 - U T E + Mcka — (C I O) add 1012 E. Ash St., Springfield Ill

3 (Union) Illinois Valley Press

3) -1- Title of case Allis-Chalmers Mfg Co. Springfield Ill and United Farm Equip. Wkrs - C I O

2 - (Docket No) 14, 838

3 - Date of R W & B Decis Aug 3, 1943

4 - Type of case vol ✓ dispute _____

5 - What does case involve | Change in (1) Wage rate for M (2) Wage rate for W (3) Classification adjustments (4) rates of pay for workers replacing others for

6 R W & B Decis approves agt. to

7 - Did union appeal

8 - What is doing at last case

_____

4) 1 - Date & duration of contract -

2 - Name of plant Allis-Chalmers Mfg Co add _____ Springfield, Ill.

3 - Plant — 4. add Springfield, Ill.

5 - Prod - Track type tractors (for lend-lease, U S armed forces)

6 - No. employees - 2950 Tot — M — W —

5) (Contract) -

(1-4) - 5

Date effective –

Notes on Rate structure –

min rates – 72¢ min for those who had
furnished probat. period
– 62¢ fixed min rate men – during
1st 3 mos of probat.
period & 67¢ for next 3 mos

Parties agreed to fixed min. rate for such employees of 67¢ for 1st 3 mos. On completion of 4 mo. probat period the min. rate of 72¢ should apply to all male employees

Parties also agreed to a min. living rate for women of 57¢ per hr

Agreed to formula for det. rates of pay for women performing men's work det. by WLB in Interim Directive Order of Dec 11, 42 in Case No 211 for West Allis works

3) 1 - Date of case - (general wage increase)

2 - " No - 211

3 - Date RWLB Decis — Dec 11, '42 - Interim Directive Order

4

5

6 - 1 (Interim Directive & Co.)
Approval of General wage increase of 5¢ per hr
effective Apr. 15, '42 - at 4 plants of Co.
(Co. applied to put in effect at all plants 4 Dec. 11 '42
order approved)

Allis Chalmers Mfg. Co-
Springfield
& July 30-43-
Farm Equipment-Local 120- Case No-6-14-838-

Contract-

Accepted May 4-1943-
Local 120 U. E. E. + Metal Wkrs C.I.O. Allis Chalmers Mfg. Co-
by (Signed) Louis Gidick by signed D.F. Schweitzer
President. Works Manager

Executed subject to ratification by the membership.

This agreement shall remain in full force + effect until April 5, 1944, inclusive + thereafter from year to year unless within the 10 days period immediately preceding the 30 days prior to any date of expiration notice is given in writing to the other party by the party desiring a change-

Exhibit A. Stewards-

1. Machine Shop Plant #1 -	4 Stewards on Day Shift
	1 Female Steward on day Shift
	4 " on Eve. Shift
	4 " " Midnight "
6. Store + Shipping Plant #2 Shipping -	1 Steward on Day Shift
	1 " " evening "
	1 " " Midnight "
	1 Female Steward on Day Shift
Spare Parts Store	1 " " " " "
7 Depts. Total	68 Stewards 2 of them women

Exhibit B. Leave of absence - No mention of illness only for union activity (over)

Promotions:- a. Lenght of service
B. Occupational qualifications + experience
In cases where such factors taken together have relatively equal weight, employees with the greatest lenght of service will be promoted first + the employee with the least lenght of service will be demoted first.

Exhibit "C": Seniority:-
Seniority on a group basis. (meaning departmental)
A. Lenght of service
B. Occupational qualifications + experience.
Seniority begins the date of hiring.

no mention of female, Employees term used.

men + women not mentioned in seniority clause.
4 pages on seniority.
Employee transfering from one group to another, takes his seniority with him
Plant wide seniority if qualified.

Schedule Page 7 A-3- no
A - no
4- no
5- ~~no~~ - yes - lenght of time upto management not more than 6 mo.

no pregnancy clause in contract.

Document "A". 2.- The minimum rate for men .67 per hr
" " " . women .57 " "

(no set period in Contract)

Upgrading on basis of merit.
Promotion to the classification rate shall be made on or before the end of the 4 mo probationary period. Subject to review thru the rate review procedure -

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

ALLIS-CHALMERS MFG. CO.
(Springfield, Illinois)

and

UNITED FARM EQUIPMENT WORKERS
CIO

August 3, 1945

Case No. 6-14,838

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the agreement between the parties submitted in application of the company dated July 6, 1945.

This Order shall be effective as of May 10, 1945, except that the parties, upon mutual agreement, may select a later effective date.

The parties, by mutual agreement, shall determine whether increases approved in this Order shall be paid to employees whose employment with the company terminated between the effective date of the increase and the date of this Order.

The Board which issued this Order consisted of the following members: Robert K. Burns, John Day Larkin, and Horace M. Gray, Public Members; J. B. Beardslee and Bertram J. Cahn, Industry Members; Samuel C. Evett and Rudolph Faupl, Labor Members.

S/ Robert K. Burns, Chairman

Sheet No. 1. REPORT OF RECOMMENDATION NWLB Form 75

1. Case No.	6-14,838	7. Case Name and City	Allis-Chalmers Mfg. Co. Springfield, Illinois.
2. Date.	July 30, 1943		
3. No. of Employees	2950	8. Product or Service	track-type tractors
4. No. of Emp. Involved	2950		Agreement between employer and union
5. Price Relief Sought	None	9. Type of Application	
6. Proposed Effective Date	May 10, 1943.	10. Name of Union	United Farm Equipment Workers - CIO

11. Recommended Action
12. Type of Case inter-unit adjustment

PROPOSED WAGE ADJUSTMENT

I. Minimum Hourly Rates

	PRESENT	PROPOSED	STABILIZED RATE
Male - Starting	.62	.67	.55
- After 3 months	.67	.72 After 4 mos or less	
- After 6 months	.72		
Female - Starting	.52	.57	

II. The length of service requirement for upgrading to and within the classifications shall be eliminated and upgrading will be made on the basis of merit; provided, however, that promotion to the classification rate shall be made on or before the end of the four (4) month probationary period.

III. The classification rates set up for women to parallel those for men on jobs where women replace men shall be determined according to the following formula:

Classification Rate for women = Corresponding classification rate for men x Minimum hourly rate for women / Minimum hourly rate for men

(Correct to the nearest cent)

IV. BACKGROUND

The Allis-Chalmers Company operates nine plants in a number of states. The following facts are contained in a decision and order issued by the NLRB in the Matter of the Allis-Chalmers Manufacturing Company and District 50, UMW, Case No. R-5325:

In June and July, 1942, the CIO and the company met on eight occasions in bargaining conferences. During this period, the parties reached an accord on certain local issues which affected the Springfield plant alone. On other basic issues such as wages, union security, vacations, etc., which the Company considered should be governed by a uniform policy applicable to all its plants, the parties were unable to come to an agreement. The same basic issues had been raised in negotiation relating to 4 other plants of the Company, and had been presented for determination to the National War Labor Board. On or about July 31, 1942, after an impasse in negotiations had been reached, the Company and the CIO adopted a proposal made by a United States Department of Labor conciliator, and agreed in writing to suspend negotiations pending the decision of the War Labor Board in the certified case.

An excerpt from the letter, dated July 31, 1942, written by the Company to the CIO reads: "It is agreed that the ruling of the War Labor Board at Washington upon the issues involved at the Springfield plant, will be accepted in principle by both the Company and the Union at Springfield."

It was not until December 11, 1942, that the War Labor Board issued an interim Directive Order approving among other items, a general increase of 5¢ an hour effective April 15, 1942 at all 5 plants, including the Springfield plant. This increase was put into effect. However, since the interim Order did not dispose of other basic issues, the CIO and the Company continued to hold the execution of a new contract in abeyance pending the issuance of the final Directive Order.

On April 2, 1943, the War Labor Board issued its final Directive Order and shortly thereafter, the Company and Union executed a new contract. It was on the basis of this collective bargaining history that the NLRB decided that the United Farm Equipment Workers were to be recognized as the collective bargaining agent, rather than District 50, UMW.

The Directive Order said, "The contracts for the four plants shall be uniform in their statement of general principles and policies and may make special provisions for local conditions or special problems." During the Panel hearing the parties had already reached voluntary agreement on the following issues:

(a.) MINIMUM HOURLY RATES

	PRESENT				PROPOSED			
	Males		Females		Males		Females	
	In-centive	Non-in-centive	Production	Clerical	In-centive	Non-in-centive	Prod.	Clerical
West Allis, Wis.	$.655	$.67	$.53	$.52	$.67	$.72	$.595	
La Porte, Ind.	$.62				$.685			
Pittsburgh	.64				.75		.56	
Boston	.57		.52		.635		.57	

The proposed rates were accepted by the company and the union.

(b.) Reclassifications were sought at Boston, La Porte and West Allis. The parties agreed to a list of special rate adjustments over and above the overall increases as well as to continue local negotiations to eliminate any other existing inequities.

(c.) The parties drafted rules applying to the "equal pay for equal work" principle

V. SUMMARY AND FINDINGS OF FACT

(a.) Gross Inequities: The proposed minimum rates are in excess of the stabilized rate for the area.

(b.) Proposed adjustments within a classification range upon a merit basis must conform to the criteria set up in G. O. 31.

(c.) The proposed formula for establishing rates for women doing work comparable to that done by men is in conformance with G. O. 16, the Board's decision in the Brown & Sharpe case, and does not need to be approved.

VI. AUTHORITY Citation of relevant decisions:

1. Warner-Gear Division of Borg-Warner Corporation.
The Sixth Regional Board approved rates above the stabilized rate to correct intra-plant inequities.

2. Babcock & Wilcox Company.
Case No. AR-353
June 18, 1943
9 WLR 240

NWLB approved 5 cent an hour increase, requested under cost-of-living escalator clause, to correct gross inequity which resulted from prior increase ordered by Board in another plant of company, despite prior increases exceeding 15%, where company has followed practice of granting identical increases at both plants.

VII. RECOMMENDATION:

(a.) That the clause in agreement relating to establishment of classification rates for women doing work comparable to that of men does not need approval.

(b.) That the proposed plan for adjustments within a rate range be set up in conformance with G. O. 31.

(c.) That the Board evaluate the above facts in reaching its decision on the proposed minimum hourly rates for males.

By_____

Analyst: Thelma Stein.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

WOMEN'S BUREAU
NOV 6 - 1943
DEPARTMENT OF LABOR

Chicago Ill
Nov 4-43

Dear Miss Anderson:

I spoke at a machinists local 1696, Nov 1-43. There were about 50-60 present, about 12-15 were women. I distributed the 25th aniversary pamphlet. urged the equal pay become a reality. Enclosed find contract of this local, sent in a survey of same local some time ago. This is a new local, and they were interested in what I said. and rec. sec. asked me to come again.

Ira Lee Noll 2541 W. Monroe St is Fin. Sec. Kindly put her on mailing list.

Sincerely
Agnes J. O'Connor

Nov 3 - 1943

Report of Machinists locals in Chicago?

Interviewed James Sinclair, Chief Bus. Agent of District No 8 - Machinists. He was very friendly, but exceedingly busy. He said all the local officus, were over-worked, but he gave me a few leads. He was right, I simply could not "budge" any information from most of the locals. They would not take time to even see me only talked with their secretaries. Below is a resume:-

Local 48 — Oct 5 spoke at meeting few women attended meeting about 300-400 women belong
" 49 x — about 10-12 women belong.
" 50 — Oct 1 - spoke at meeting about 500 women belong
" 113 (Tool & Die makers) — 7-8 women belong (they do minor wok. 60¢ to $1.10 hr.
" 126 x — No women belong
" 377 — Unable to contact
" 701* — about 200 women, all in one shop. Bus Agent J. J. Carroll unfriendly to women he said all women will be out after the war
" 783 x — Steel Cutter local no women belong
" 1129 ? — Made survey + Spoke at Oct 7 - meeting (no women attended meeting)
" 1628* — " " " Sept 26 " 30-40 women attended
" 1696* — " " " Nov 1 " (8-10 Women attended meeting)
" 1707 — Unable to Contact Out of town No offices was listed
" 1714 — " " " Outside of Chicago " " "

Distributed Womens Bureau reports & pamphlets to all I was able to contact, also mailed to those whom I contacted by phone.

A. O'Connor

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union Int. Assc. of Machinists — Local 1696

Affiliated with Independent at present. — Address 113 So. Ashland Boul

Persons interviewed Wm Cypcar — Official title President

Newly organized local- May 1943 won the election in May 1943, then began negotiating contract, Co & union agreed on increases, which is now pending before Reg. W.L.B.

W. B. Agent A. O Connor — Date Oct 2-1943

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members
General Electric X Ray Corp - Jackson Boul, & Damen Ave Chicago Maintenace of Membership.	There are about 2000 employees, in the plant. McCypcar would not give the information of how many union men.	125

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members

3. Are specific references made to women in the union contract in regard to wages? Yes__ No__.
Women have same begining rate, after 30 days 5¢ hr increase applys to men + women
Occupations? Yes__ No__. not specified but there are special women work, & men work
Seniority? Yes X No__. Same seniority shall prevail, with skill taken into consideration.
Lunch periods? Yes X No__.

Rest periods? Yes X No__.

Other conditions? Yes X No__. Women allowed 5 minute before quitting time to wash up Co pays for that time.

Quote such clauses in full, indicating to what extent they are discriminatory.

none

3a. Will women retain equal seniority with men in the post-war period? Yes X No__.

In the case of seniority is it limited for women to the war period? Yes__ No X.
Skill is taken into consideration

Are they accorded seniority rights only in relation to other women? Yes__ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?
Skill, plus seniority applys to both men & women

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?
90 day Probationary period applys to men and women. if employed after the 90 day probation, Seniority begins from first day employed.

If the contract contains no provision for seniority rights, what practice is followed?
Contract provides for same seniority for both men and women

3b. What is the basis of determining "equal" or "comparable" work?
Union + Co. negotiate, no agreement reached, it is taken as grievance then proper procedure, until finaly arbitration Co. Official + District Council Official take it up

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?
Contract provides equal pay for equal work / no such case as yet.

4. Does contract provide for job upgrading for women? Yes X No___.
Evaluation enters in.

Wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No X.

Is it the practice to require promotion through a progression of jobs? Yes X No___.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No X.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No X.
Seniority prevails, but skill is a factor in promotion

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.
after 30 days increase 85th-90 probationary period

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.
10 minute rest period morning + afternoon paid for (for women). Smoking period for both men + women but they stay at their machines or jobs. (Not in Contract)

6. Occupations. If contract specifies job rates, attach copy.
rates pending before the W.L.B.

Were any changes in the occupations made in order to adopt the work to women, relating the change to specific occupations? Yes___ No X. Describe.
Men do the set up work, drill press, milling machines, some screw machines + bench work. women do the work, after the machine is set up. Women at present, have not acquired the skill to set up their own machines.

7. Has the local had a case before the WLB? Yes X No___. Was the principle of equal pay involved? Yes X No___. What was the ruling?

It is an agreed case; still pending.
Agreed to same begining rate.

Identify the case by name, number, and date.

unable to give this information

Is the ruling now observed? Yes___ No___. If not, explain.

Body of contract is complied with at present
Schedule A. wages is still pending

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. Fair

Shop stewards yes

Committee members one is on Committee

Officers One is financial secretary

Do women pay the same dues as men? yes

Journeymen 2.00 per month
Specialist 1.75 " "
Production 1.50 " "

women come under the Production Schedule. Men coming under that schedule also pay 1.50 per month.

9. Other pertinent information, union benefits, etc.

Same benefits,

10. Suggested follow up

I wrote Mr Cypcar, a letter, he came to my home and we worked out the survey. I gave him my phone no. for him to call me up. He was very co-ophrative. I may be able to make one of their local meetings,

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

The rest periods, and smoking periods, are not in the contract. All other information taken from contract.

CIO ?

Chicago - Ill
Oct 19-43

(Int. Unim, Mine Mill & Smelter Wkrs
Local 758.

I was unable to secure contract or wage classification schedules. Unim is working on them.

Women are elected Stewards, and are on general committee also on Ex. Bd. and they do take up grievances, if comparable work becomes a grievance, the women do have a say on the proposition. There are women departments, where all women work and where the work is suitable for women. There is of course a lot of jobs, in this field that are not suitable for women, a lot of heavey, dirty jobs, but if women are required to do mens work, they receive the rate on those jobs.

Time of rest periods for women vary from 10 to 15 minuits in the different plants.

No changes have been made on machines, because of women being employed. The men help move materials, and do help in the heavey lifting.

Equal pay for women is not involved in W. L. B. cases. (It should be). A general wage increase is asked for in all cases.

A. O'Connor

Machinists Local 1646-

Oct 19-43

The basic part of the contract is complied with at present. It is an agreed case on begining rates, and wage classification, order of which is pending before Reg. W.L.B.

The women as well as the men are new in the local, but being organized at the same time, the men sort of accept them better than, a local, who has been organized for a long period, and suddenly find, that they have to accept women in their local union.

The truth is, women have not been taught to set up their own machines, but simply run out the work after it is all set up, but as labor becomes tighter the firms will have to progress the women further.

Women all come under the production schedule, in the payment of dues, if men are on the production line, they too pay $1.50 per mo. dues.

There are women Stewards, who take up grievences with the foreman. and one on the general committee, who represents the women in genedal.

a. O'Connor

#11

Contract given
Mrs Morrison

U.A.W. Faces Fight on Floor

Dispute May Come On Vice-Presidency

By Justin McCarthy.

Chicago Sun Staff Correspondent.

Grand Rapids, Mich., Sept. 15.—A bitter floor fight impended today at the convention of the United Auto Workers (C.I.O.), over the question of creating a post for a third international vice-president in the country's largest labor union.

Behind this seemingly easily resolved question is a longstanding factional battle between Walter Reuther, one of the U.A.W.'s two international vice-presidents and head of its General Motors division, and George F. Addes, international secretary-treasurer of the union. R. J. Thomas, president of the U.A.W., has been right in the middle of this fight, swinging his power sometimes to Addes and sometimes to Reuther on issues confronting the union. Thomas, however, never has had what could be termed his own faction until this year.

Thomas Urges New Post.

Thomas told the convention on the first day that he thought there should be a third international vice-president and that the post should go to R. T. Leonard, head of the U.A.W.'s Ford Division. Leonard heads the union's middle-of-the-road Thomas faction. He was defeated twice last year when he ran first against Addes for the secretary-treasurership and then against R. T. Frankensteen, head of the U.A.W., Aircraft Division for one of the vice-presidencies. Frankensteen lines up with Addes on union questions.

There is a possibility that if the convention defeats the move to create a third vice presidency, Leonard may run against Reuther for one of the two vice-presidencies. Some observers believe that if this occurs and the Addes-Frankensteen faction votes for Leonard against Reuther that Reuther will be defeated. Frankensteen seems to be a sure bet for re-election.

Committee Favors Only 2.

The constitution committee has reported in favor of having only two vice-presidencies but with Thomas and Leonard wanting a third post created this may be defeated.

The convention set up a committee to collect $1 from each delegate for political action. Thomas emphasized that the collections were to be made voluntarily.

Norge Job Upturn After War Seen

Total postwar employment in all plants of the Norge Division of Borg-Warner Corp. will exceed that of the best peacetime year by 50 per cent on the basis of present plans which call for the expenditure of "very substantial sums" for expansion of production facilities, Howard E. Blood, president, announced yesterday. His statement followed a week-long postwar planning conference in Muskegon, Mich., with Norge officials and parent company directors.

Blood also said the company's postwar program is designed to keep layoffs in the reconversion period at a minimum and accelerate new employment.

Norge is prepared to go into limited production of consumer goods even before conclusion of its war contracts provided government agencies co-operate in making labor and materials available as war needs decline, he stated.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

August 12, 1944

To: Miss Spring

From: Miss Miller

I do not yet feel entirely conversant with the way schedule approval must be secured from the Central Statistical Bureau but I think I am right in assuming that the revised trade union schedule must go there. What is the procedure?

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Spring

DATE: December 12, 1944

FROM : Frieda S. Miller

SUBJECT: Trade Union Study

Thank you for your memorandum of the 6th concerning status and prospects of the trade union study.

Miss Bagwell and I discussed this in general, and especially her part in it, at some length on the trip to Detroit and I agree that a report should be prepared and that she should prepare it. However, I feel that she should get back into the field and on to what I consider the second part of the study, that is, women workers in trade unions in peacetime occupations, for which we take other areas and organizations in which women have long been members.

Miss Bagwell and I agreed that probably two months is the length of time she should give to the working out of this report and therefore she had better stick strictly to the general document.

We discussed in broadest outline what it should cover and I think we agree that it should point up the situation toward a presentation of what happens when women newly go into occupations and newly into a trade union organization.

Miss Bagwell's schedule is about a week at home now, then a return to Washington with an immediate one or two day job of setting down the changes in schedule, the proposed coverage, both geographic and by way of industries, of the next field job. This is to be reviewed by you and me while she works up her study outline in retirement away from the office, that then to be discussed, and she to spend the rest of her time here in retirement (unavailable for consultation on other matters) doing the report. Finally, before she goes, we would have to clear the plans for the new field study.

This, as I am sure you have noted, makes no provision for the flyers. Miss Bagwell and I agreed that there should be such flyers and that they should come out with a minimum of delay. Our experience in Detroit backed up that judgment but we think that with the materials of the study in hand, the popular leaflet and these separate item leaflets might be done in "Information" and I am making that suggestion to Miss Robinson so that we can go on from here.

FM:IS

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
.....	Anderson.	.....	Approve .....
.....	Nienburg.	.....	Comment .....
.....	Larrabee.	.....	Note .....
.....	Benham.	.....	Note and return .....
.....	Dern.	.....	Reply .....
.....	Erickson.	.....	Draft of reply .....
.....	Hyde.	.....	Signature .....
.....	Manning.	.....	Would like to discuss .....
.....	Mettert.	.....	File .....
.....	Pidgeon.	.....	
.....	Robinson.	.....	Date .....
.....	Smith, F.	.....	Note:
✓	Spring.	.....	
.....	Stitt.	.....	
.....	Files.	.....	

OPO 16—24460

Copy for your information

September 8, 1944

MEMORANDUM

To: Miss Bagwell
Miss Wolfe
Mrs. Suter
Miss Stitt

It has taken me longer than I intended to get this tentative statement of our trade union cooperation plan in shape to send you. I want to have it ready for the trip to New York which will include conference with the U.E. and therefore ask you to get it back to me with your comments at the earliest possible moment.

FM:IS

MEMORANDUM ON WOMEN'S BUREAU PROGRAM OF UNION COOPERATION

On the basis of approximately a year's experiment in a very few communities, the Women's Bureau is formulating as part of its plan of regional work a program of Union Cooperation in community services. The project so far has been tentative and experimental and must continue on a very limited and selective scale. However, the experience so far, seems to justify belief that both the community services whose aid is sought and the women workers have been benefited and strengthened to their mutual advantage. It is accordingly, the purpose of the Bureau to foster and develop the program so far as it is able in the coming year.

I Purpose - To develop community understanding and joint approach to problems arising out of the employment of women in order to co-ordinate program of unions to which they belong with those of existing social and government agencies operating in fields of common concern, for example,

To develop a generally acceptible and effective program of care for the children of working mothers;
To develop a wholesome and adequate recreational program for transferred war workers;
To stimulate community concern for the provision of adequate, healthful living conditions for the whole community.

II Methods

To create a voluntary representative organization which shall serve as forum, planning group and as a medium of bringing to the attention of public and private agencies problems in their fields on which their help is being sought. In so far as the representatives comprising the group itself can work out programs for agreed action among themselves that is to be desired.

III Women's Bureau participation

By assigning part time of a regional representative to liaison work in this field involving, as its most important aspect:

Contact with trade unions having a substantial number of women members, to consider with them any needs they may have, or the possibility of developing plans for a community interests program.

Contact with community agencies within whose scope the proposed program would fall, e.g., public recreation, housing, child care, adult education, community health and general civic organizations.

Contact with management groups which would be interested in the plan.

IV Conditions surrounding

1. Can start with only limited application, because of small staff, other continuing obligations of regional representatives.

2. Conditions still to be selected on basis of constructive results that may be looked for. There must be evidence of sympathetic interest, both on the part of trade union women and of at least some leaders in community groups.

3. A program must not be undertaken unless there is reasonable expectation that it can be carried forward until local support has been established.

4. No generally applicable plan of action can be laid down. Local conditions which call for community action will vary but generally speaking it would seem well to organize the group around something that is likely to serve a local need.

SUPPLEMENTARY STAFF MEMORANDUM

As a result of our conferences on this program the following criteria to guide us in deciding on whether a local program should be undertaken seems to have conveyed:

(1) Not more than, roughly, one-third of a person's time should go into union cooperation program.

(2) This program will vary in different localities since it is based on specific problems in a given community.

(3) Because the Women's Bureau is a government agency its program must follow a general pattern of cooperation with all groups that make up the community - welfare organizations, churches, all labor unions, and management. Such overall plan will help integrate unions in community life.

(4) The program shall never involve the Bureau in any political or organizational activities of unions any more than of any other agencies with which it cooperates.

(5) The Women's Bureau representative should encourage women members to participate more fully in union activities; work out with them standards for union contract provisions affecting women; help plan educational programs for workers and community groups; recommend standards; acquaint all these groups with existing labor laws for women or the need for such legislation; encouraging acceptance by the community of union participation in community affairs and recognition by the union of its responsibilities here.

(6) Where unions request the Bureau's participation, it is desirable to have them designate representatives who (a) shall have a clear mandate from their unions as to their continuing responsibility for development and support of the program.

(7) It is desirable to consider and lay out a well projected program, but it is also well to start with some limited objectives which make possible a record of early accomplishment.

NOTES ON UNION CONFERENCE

I. General Program

Union survey should not be limited only to the terms of the UE request.

II. Questionnaire

Disadvantages of present schedule:

1. Too long and cumbersome.
2. Not fair to the employer to obtain management practices from union members only without verification.
3. Questions are too limited in scope. Instead of asking only for certain contract provisions and plant practices a general question such as, "What has the union obtained for its members" would bring a broader and clearer picture of union activities.
4. Use WLB case only when it affects women especially or when the union brings it up.

Future Plans:

1. Area of study must be enlarged.
2. Sample of unions must be chosen--
   a. More AFL unions, independents, etc.
   b. Unions other than those connected with manufacturing Hosiery, Packing house, Rubber, Fabricated Steel, etc.
3. Present data must be supplemented with further information within next few months so that a popular bulletin may be presented as soon as possible.

It was decided that the present objective is to fill the gaps in our picture; after this is accomplished the Women's Bureau will consider the study as an educational program.

III. Community Program:

Agents were asked if it would be possible for Miss Bagwell to obtain information and Miss Wolfe and Mrs. Sater do the follow-up. It was decided that this would not be possible.

The community plan should not be limited to the union alone. By cooperating with all groups it will be possible for the Bureau to accomplish more.

Agents discussed the need for more literature to give the locals.
Agents also stressed the need for an easy-to-read form of contract so members could be familiar with provisions.

Sater Perlman Schwed

August 10, 1944

Miss Spring

AGENDA FOR CONFERENCE ON UNION STUDIES

I. Background Information

A. 10-minute statement by each of 3 agents re own project in the following order: Wolfe, Sater, Bagwell

1. Origin and purpose
2. Present nature of work
3. Coverage to date
4. Outlook as seen by agent

B. Attached summary information re Wolfe and Sater survey

C. Brief summary of statistical findings in trade union survey

II. Revised Integrated Union Study

A. Purpose

1. To help union women through union activity

a. To obtain adequate contract provisions which will assist them
(1) To retain their jobs in the reconversion period.
(2) To improve their employment status
b. To develop improved community services for the benefit of working women.

2. To obtain statistical data

B. Methods of accomplishment

1. Fact-finding relevant to contract provisions

a. In existing contracts, study of provisions that affect women's seniority rights, wage rates, lunch periods, rest periods, maternity.
b. Information on employer practices on same subjects, in order to determine need for

(1) Additional contract provisions
(2) More specific wording
(3) Removal of discrimination against women

2. Educational work

a. To stimulate increased participation by union women in

(1) Union activities
(2) Community affairs

b. To encourage union officials to develop a constructive program for women union members:

(1) In the union
(2) In the community

3. Women's Bureau recommendations

a. Standards for contracts
b. Specific community projects related to local needs

C. Coverage of integrated union study

1. Type of unions

a. War manufacturing industries new to women in which women will continue to be employed
b. Traditional woman-employing industries
(1) Unions where women are not well organized, or/and
(2) Unions with well-developed program for women

2. Basis of selection of individual unions

a. Use of Federal machinery
(1) War Labor Board cases
(2) Conciliation service

b. Other considerations such as size and location without reference to use of Federal machinery

3. Selection of community facilities to be emphasized
a. Child care
b. Housing
c. Health and medical care
d. Feeding
e. Adult education
f. Recreation
g. Shopping
h. Transportation
i. Laundry

4. Geographic areas to be covered
a. War industry centers in order to study special problems brought about by reconversion, especially the effect of seniority clauses on continued employment of women
b. Other areas to permit study of unions and communities in relation to major woman-employing industries in postwar period.

D. Use of written material sent in by agents

1. As source material only

2. Published report
   a. Contents
      (1) Analysis of findings
      (2) Case histories
      (3) Possible technical chapter
         (a) Analysis of contract provisions from standpoint of adequacy of wording and contents
         (b) Analysis of WLB cases
      (4) Recommendations

   b. Use
      (1) Circulation to unions and public
      (2) Information on women's union activities
      (3) Help unions organize better program in relation to women

III. Plan of Operation to Integrate Work with Union

A. Overall Women's Bureau program

1. In the local areas
   a. Educate women union members
      (1) In effective union membership
      (2) Concerning their rights under various State and Federal laws
   b. Encourage development of improved community facilities

2. In the central office
   a. Prepare leaflets for distribution by agents
   b. Obtain information on availability of Federal funds for development of community facilities of value to union women

B. Outline plan of work of individual agents

1. Survey of local union - Bagwell
   a. Obtain schedule data
   b. Contact women union members and union officials

2. Liaison between local unions and community groups - Sater and Wolfe
   a. Follow up Bagwell and/or
   b. Work in other areas

U. S. Department of Labor
WOMEN'S BUREAU
Washington

BRIEF SUMMARY OF TRADE UNION SURVEY

I. Coverage of Study

	Unions	Total Membership	Women Membership
1. Total	67	132,000	46,000
C. I. O.	48	99,000	33,000
A. F. of L.	19	33,000	13,000

2. C. I. O. — Total Unions: 48

Automobile, Aircraft and Agricultural Implements	25
Farm Equipment & Metal Workers	12
Electrical, Radio, Machine Workers	8
Other (U.E.W. and Mine, Mill and Smelter)	3

3. A. F. L. — Total Unions: 19

Machinist, Intl. Assn.	10
Automobile Workers of America	5
Other	4

4. Location of Locals

Illinois - Chicago, North Chicago, Forest Park, Moline, Rock Island, Peoria.
Indiana - South Bend, Indianapolis, Evansville, Anderson, Seymour, Mishawaka.
Wisconsin - Milwaukee, West Allis.

II. Local Union Data

1. Women Membership

Of the total membership, women comprised

Under 25 percent - In 1/3 of the Union
25 - 50 percent - In 1/3 " " "
50 percent or more - In 1/3 " " "

2. Length of Time Women have been Union members.

In about one-half of the Unions, women have become members only within the last three years.-

In four of the Unions, women have been members as long as 10 or 11 years, since date of organization.

III. Women's Local Union Activities:

1. Offices held by women.

Women hold offices in over one-half of the unions.

President	4	unions
Vice President	3	"
Treasurer or Financial Secretary	12	"
Trustee	13	" (Chairman in 1)
Business Manager	1	
Served on executive board	10	

2. Committees on which women served:

Women served on committees in 60 percent of the Unions.

Social	23	Unions
Political Action	14	"
Education	14	"
Welfare	13	"
Election	6	"
Publicity	4	"

3. Women's Attendance at Union Meetings.

Only about one-fourth of the Unions report women's attendance as good, however, about one-half report good attendance when an important issue is to be discussed.

Some Reasons given for poor attendance.

1. Lack of interest due to dissatisfaction - (non-recognition by men.)
2. Fear of company disapproval.
3. Time meetings are held.
4. Home duties.
5. Lack of gas.
6. Too tired after long hours of work.

4. Programs to stimulate women's activities.

In none of the Unions was there a well formulated program to increase women's participation in Union activities - one of the Unions had meetings for new members, seven had sent women delegates to various conferences - educational, School for Union Leadership, Worker's school etc:

5. Attitude of Local Union Officials toward Continued Employment of Women.

Only about one-half of the schedules reported on this item, and of these, about one-third of the Unions disapproved, of women continuing on their jobs.

COMMENTS BY MEN UNION OFFICIALS' ON DISAPPROVAL OF CONTINUED EMPLOYMENT OF WOMEN

Schedule	Product	COMMENTS
45	Steel & brass case for ammunition	President said he did not think there would be any women in the plant if they converted to regular peace time work - assembly of Plymouths. He said the work was not work that women could do. Also said women would not have enough seniority as it was not likely that they would operate 3 shifts and that there would be enough men with seniority to fill the jobs.
70	Motorcycle Side Car and Accessories	President said "We do not want women on men's jobs." Reason given was that women speed up and then company pushes older men who can't keep up that pace.
104	Heating Equipment	President felt that when plant converts to peace time production there is not so much work that women can do unless jobs can be broken down more.
41	Airplane Wings	President said that he and the men in the union thought it would be satisfactory to have women go back to sewing jobs.
80	Gun mounts and testing machines for Navy	Plan is to get rid of all women after war. All inexperienced men and women are hired for the duration only.

IV. Plant Union Data

1. Coverage

Data was secured on 76 plants where employees were members of the local unions visited. The plants employed 180,000 persons, 61,000 women. Women are normally on production in 80 of the plants.

2. Extent of Women's Union Activities in these Plants.

Shop stewards in 80 percent of the plants.
On bargaining committee in 80 percent of the plants.
On grievance committee in 80 percent of the plants.
On labor management in 60 percent of the plants having a committee.

Women served on no committees in about 10 percent of the plants.

V. Equal Pay

Information obtained for 64 plants 100 plants

1. Equal pay (pay for the job) was -
   In practice in 38 plants 60 "
   Both in contract and in practice in 28 plants
   In practice, but not in contract in 10 "

   Not in practice in 26 plants 40 "
   In contract provisions in 5 plants
   Not in contract " " 21 "

Clauses used in contract in equal pay provisions.

"No discrimination" clause	in 4 contracts
"Equal pay" clause	in 25 contracts
"Rate of pay regardless of sex" clause	in 17 contracts

Note: Some contracts made use of more than one of above clauses, in fact in two contracts, all three phrases were used.

2. Beginning rate for new and inexperienced workers - only about 30 percent of the contracts provide for the same starting rate for all employees.

3. Automatic progression policy -
   Provisions were made in 70 percent of the contracts. In over three-fourths of these contracts, the policy is the same, i. e. same steps and amount of increase but not always from same starting rate.

VI. Seniority

Reports secured from	68 plants
Equal seniority rights	
In practice in	51 plants
In contract and in practice	49 plants
In practice, not in contract	2 "
Sex discrimination in	17 plants
In contract and in practice	9 plants
In practice, equal seniority clause in contract	7 "
In practice, not in contract	1 "

at present during duration

Seniority in Post War Period -

VII. Working Conditions

1. Meal periods.

Of 78 contracts, only 14 have any meal period provisions.
Of the 14, 3 do not specify length of period.
The length of the period is same in all but four plants.
The usual meal period both in contract and provision, in practice, for the one-shift plants is 30 minutes, without pay.
In the three shift plants, it runs 15 or 20 minutes with pay on all shifts or - 30 minutes without pay on first shift, and shorter time with pay on other shifts.

In one plant, workers eat on the job.
In four plants, women have a longer meal period than men.

In two plants both men and women have 30 minutes, but in one of these, women only are paid for the meal time, and in the other men only.

2. Rest periods.

About one-fifth of all contracts have rest period provisions, in one-half of the cases for both men and women. However, over one-half of the plants have formal rest periods - in two-thirds of these plants for both men and women.

The rest periods are paid for in all but one plant - due to a War Labor Board decision in the Bendix Case -
"The female rates [illegible] must be the same as the male, minus for the time being, only the allowance for the twenty minute rest period. This allowance shall be five cents per hour, which gives the Company a margin of one-half cent per hour." - Arbitration Award N.W.L.B. Case No. 814.

3. Maternity Leave.

No contract has maternity leave provisions.

Of the 76 plants -
51 have a definite leave of absence policy.
4 plants discharge pregnant women.
21 plants have no policy.

Of the 51 plants having leave of absence policy -
15 plants grant 1 year
12 " " 3 months
5 " " 6 months - 9 months.
3 " " 30 days
17 " no definite time.

In all plants that report on seniority rights (a little over one-half), rights are retained during maternity leave. One contract pending before W.L.B. has a pregnancy clause.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

August 7, 1944

Brief Summary of Activities in Connection with Union Women
Carried on by Miss Wolfe and Mrs. Sater

Miss Wolfe's Activities

At a luncheon meeting with UE local officials, February 18, 1944, discussion of a new program for UE women workers took place and it was apparent that there was great need for an educational program especially with women stewards. Representation for UE on a Woman Power Forum was secured by Miss Wolfe. She tried also to interest women officials (particularly stewards) in a Safety Engineering Class started at Washington University and hopes union women will enroll next fall for courses in a labor school at St. Louis University. The work with unions in St. Louis has included cooperative efforts on the part of women from both AFL and CIO unions as shown by a forum meeting "The Woman Worker Speaks" which Miss Wolfe was instrumental in setting up. Participants in arranging the forum included besides the YWCA, League of Women Voters, Women's Trade Union League, etc., representatives of UE and International Ladies' Garment Workers Union. At this forum women workers were given an opportunity to tell their own stories of problems that affect them. Miss Wolfe was largely responsible for organizing a Training for Leadership Course scheduling 10 meetings from May 2 to June 6, which included discussion of collective bargaining, parliamentary law, community facilities, public speaking, job relations, history of the labor movement, etc. She has worked with a UE committee planning an Educational Institute. An institute for union stewards, plant counselors and social workers in order that the union stewards and counselors would know the type of services offered by the St. Louis Social Planning Council is planned for June 15. There will be 25 CIO, 25 AFL, 25 personnel counselors and 10 social workers attending. Miss Wolfe has been active in the planning for this institute.

Mrs. Sater's Activities

Mrs. Sater's cooperative endeavors with Trade Union women has largely centered in the industrial cities of up-state New York where there is less trained leadership among the working women than in and around New York City. She made a community survey of Schenectady in relation to community services for workers, additional needs and workers participation. She talked with UE local officials, women shop stewards from General Electric and leaders of community affairs. No permanent plan or program was put into effect here but Mrs. Sater expects to return. In Syracuse, Rochester and Buffalo, working with Miss Philomena Degiena, Chairman of Women's Activities for District No. 8 of the UE, Mrs. Sater arranged for preliminary meetings with local Women's Activities Committees and there helped to arrange for larger conferences in these cities. The conferences in Syracuse and Rochester were each attended by representatives of approximately 25 social and civic groups as well as representatives of other trade union groups - AFL and CIO. The conferences resulted in the establishment of permanent labor-community organizations, membership in which is open to and encouraged from all the trade unions having women members, non-union working women and representative members from all the appropriate civic and social agencies of the community. The object of these organizations is to promote a better understanding by the agency participants in the community problems of the workers and to encourage a greater understanding on the part of the worker in what the community may or should have to offer the worker as well as greater participation by the worker in community affairs. The Syracuse organization has had 5 or 6 good meetings since its formation at which such subjects as housing, recreation, child care, price control and subsidies, industrial nursing, etc., have been discussed. The Rochester organization more recently started is progressing more slowly but promises to do a worth while job. The United Labor Committee of the

Tonawandas at the suggestion of UE women (following their meeting with Mrs. Sater in March) undertook an all-day Women Workers Conference in North Tonawanda on May 28. This was attended by representatives from the Tonawandas, Niagara Falls CIO, AFL, UEW and Independent unions and by four women from the Buffalo CIO Women's Council as well as local government officials. The President of the North Tonawanda Town Council suggested scheduling a mass meeting in the high school for early fall where the conference program could be to a large extent repeated. Mrs. Sater spoke at the general meeting of the conference, led the panel discussion on working conditions and spoke on Postwar Planning for Women at the evening session. The Buffalo women hope to schedule a similar labor-community conference in the near future. Mrs. Sater is scheduled to meet representative women of UE locals in Manhattan, Brooklyn, Westchester and Nassau counties the evening of June 15 in New York.

Miss Miller August 9, 1944.

I. A. Spring

Trade Union Study

The whole emphasis of the study has changed, due to the progress of the war, from present problems of women in unions to postwar problems. For this reason, I question whether analysis of War Labor Board cases should continue to be part of the field work. I might add that it is difficult for a layman to do this technical work, satisfactorily. However, I do think as a separate project, for historical purposes, a report on the work of the War Labor Board and Conciliation Service during the war period in relation to women workers should be written.

Would it be possible to work out a flexible program for Miss Bagwell to follow to cover the general statement "to increase women's participation in union activities". For example, as part of the program since some schedules have reported that often the women do not know the contract provisions, would it be practical for Miss Bagwell to suggest and assist in working out a simple explanation of the major provisions of the contract for distribution?

As suggested, I think the Bureau should immediately prepare a report on the well formulated women's programs in the various unions, both for distribution to union officials, women members, and general use, and off the record, I might add, to educate the Women's Bureau staff.

Miss Bagwell, I think, should report what recommendations she has made in each local, and the promotional work she hascarried on and where possible, the results obtained.

The Women's Bureau has made many studies for unions but this is the first major study of unions. It could be gunpowder as unions will be "hot" stuff in postwar period. As you know, the information we gather for employers is secured through their voluntary cooperation and is not mandatory and it would be most unfortunate if anything interfered with this important part of the Bureau's work. For these reasons, I think the agents should make it very clearly understood to all persons with whom they have contacts that this project is not a <u>recruitment program.</u>

Miss Spring

July 25, 1944

To: Miss Nienburg

Copies to: Miss Angus
Miss Spring

From: Miss Miller

Thank you for letting me have the schedule of the Women in Trade Unions study and raising the question of its re-approval by the Budget Bureau.

The possibilities that are involved in such a study interest me very much but there are a number of questions on which I would like to have advice from you and also from Miss Spring and Miss Angus, who I understand have participated in this project to the present. I should appreciate having word back from each one of you at the earliest possible time -

(1) In setting up the purpose and scope of the study two rather separable objectives are stated, the first, relating to present practices of unions regarding women's membership and the use of Government wage adjustment machinery, and the second, work of an advisory character which I am assuming is not involved in any of the questions raised by a review of the character and use of the schedule. Is this correct?

Further as to scope, what in this connection is the definition of war industries? What is the definition of utilising Government wage adjustment machinery, i.e., where there have been no disputes in a plant, what is the status of use of the machinery? Finally, on this point, must a union to be included have locals within the jurisdiction of each Regional War Labor Board office and what are the six unions whose locals were originally included?

I have several questions with regard to the schedule itself. All except one of them are detail questions which should wait basic decisions. The one general one is why has the schedule carried such a large section of questions about the contract? Would it not be possible to get copies of a contract and let the analysis be made in the office?

(2) My next question is as to the size of the job involved in the field if this is to be undertaken as a major independent study. Have we any data available as to the numbers of women in war industry unions under the jurisdiction

of each of the two large labor organizations? What about geographic distribution?

Have you given any consideration to the number of plants or contracts that would need to be studied and how much time do you estimate it would take for the field job?

I take it that this is not work that could be added to the Bureau's present commitments. If this assumption is correct, what would we have to give up in order to undertake this?

(3) Has there been any thought given to the kind of report which should result from such a study, relation to post war employment of women, of their opportunities of work now in process in the Bureau, and who would be the logical person to do the report?

FM:IS

COPY

July 22, 1944

To: Miss Miller
From: Bertha M. Nienburg

Re: Status of Trade Union Study.

1. Purpose and Scope:

The purpose of the survey was to determine the extent to which local unions in war industries were enabling women to share the advantages of union membership equally with men and were utilising government wage adjustment machinery, and also to counsel union officers and women members on methods for increasing value of women's union membership.

The survey was confined to war industries and initially to six unions with locals within the jurisdiction of the six regional War Labor Boards, particularly, Illinois, Indiana, and Wisconsin.

2. Present status:

To date there are 51 new and 21 old schedules in the Bureau (the original form given to Mrs. O'Connor was merely an outline to indicate the questions to put to union officials.) The coverage has been uneven as 37 of the new and 17 of the old schedules are from CIO unions and two-thirds of the CIO schedules are from one International - the UAWA.

3. Recommendation:

If the data collected is to be of wide value to women trade unionists in collective bargaining procedure it would seem advisable to extend the coverage to unions and to include more AF of L unions. It would also seem advisable to study some of the agreements of trade unions in industries that have always employed women. From the long range educational viewpoint the study needs to be revamped.

February 17, 1944

Coverage of Local Union Survey

1. Original scope of survey.

As originally planned, the survey was to cover locals in three American Federation of Labor international unions and locals in three Congress of Industrial Organizations national unions, in war manufacturing industries in which women are extensively employed. Local unions were then to be selected on a basis of War Labor Board cases.

The six national unions selected for the survey were as follows:

American Federation of Labor:

1. International Association of Machinists.
2. International Brotherhood of Electrical Workers.
3. United Automobile Workers of America.

Congress of Industrial Organizations:

1. United Automobile, Aircraft, and Agricultural Implement Workers of of America.
2. United Electrical Radio and Machine Workers of America.
3. United Farm Equipment Workers of America.

2. Present sample:

As of February 17, 21 schedules have been received from the field agents. These include four American Federation of Labor local unions and 17 Congress of Industrial Organizations local unions.

All four A. F. of L. locals are affiliated with the International Association of Machinists.

Of the 17 C. I. O. locals, 6 are United Automobile Workers, 8 are United Farm Equipment Workers, and 3 are United Electrical Workers.

3. Possible methods of obtaining better A. F. of L. sample:

The A. F. of L. Sample could be increased in either of two ways:

(a) By expanding the survey to cover additional A. F. of L. internationals not now included.
(b) By concentrating on obtaining additional locals in the three A. F. of L. internationals originally selected for survey.

(a) Coverage of additional A. F. of L. international unions:

Expansion of the survey to cover the International Ladies' Garment Workers' Union has been suggested; also, possibly, the Bakery & Confectionery Workers' Union. Inclusion of the International Ladies' Garment Workers would yield very good information on women's activities in unions and union benefits to women. However, it would serve the educational aspects of the survey only indirectly. Also, the industry is one in which men and women are seldom employed on the same jobs; hence wage comparisons could not be made between the sexes.

Inclusion of either the Garment Workers or Bakery Unions would mean going outside the present scope of the survey which is war industry. An A. F. of L. heavy industry union that has also been suggested is Sheet Metal Workers, and the Steel Workers' Union. These would seem less desirable because women will not work in these heavy industries permanently. In order for the survey to have maximum educational value, it presumably should cover unions which will continue to recruit women after the war.

(b) Concentration on local unions in the three A. F. of L. internationals originally selected. The fact that only four A. F. of L. unions have been visited so far as compared with 17 C. I. O. unions may be due to a relative scarcity of W. L. B. cases in A. F. of L. unions. Existence of a W. L. B. case was the original basis for selection of local unions. In order to obtain information from a sufficient number of A. F. of L. locals, it may be necessary to select local unions for visiting without reference to the existence of W. L. B. cases. The agents on visiting these locals might find that some of them had had W. L. B. cases and the W. L. B. questions on the schedule could then be filled out; otherwise this part of the schedule would be inapt.

Summary.

Questions which need to be decided now are (1) whether to continue to limit the survey to war industries or whether to branch out to other women-employing industries such as garment or textile; (2) if the survey is limited to the six national unions originally selected, how to get a fair sample of A. F. of L. local unions.

July 26, 1944

MEMORANDUM

To: Miss Miller

From: I. A. Spring

In re: Women's Trade Union Study

The main objectives of the Trade Union Survey were educational and advisory. All items on the schedule were pointed up with these objectives in view.

The War Industries as defined by War Manpower Commission - all metal-using industries, selected chemicals, and rubber industries - were chosen as the great majority of women workers new to industry and with no experience in union activities are employed in these industries.

As originally planned, the survey was to cover locals in comparable American Federation of Labor international unions, and locals in Congress of Industrial Organizations national unions, three in each. Later, locals of the United Rubber Workers were covered in the South Bend Area, due to the importance of the industry in this region.

American Federation of Labor

1. International Association of Machinists.
2. International Brotherhood of Electrical Workers
3. United Automobile Workers of America

Congress of Industrial Organizations

1. United Automobile, Aircraft, and Agricultural Implement Workers of America
2. United Electrical Radio and Machine Workers of America
3. United Farm Equipment Workers of America

The scope of the study has not been determined beyond Region VI, chosen because of its importance as a war industry center. There are no data available on union membership of women in War Industries. In the spring of 1942, Elisabeth Christman made an overall estimate of the number of women belonging to unions. The A.F. of L. estimated that approximately 1,300,000 and C.I.O. 1,500,000 women belonged to their respective unions. However, there are no breakdowns by region or union.

Expansion of the study to include I.L.G.W.U. has been suggested, on the basis that it would yield very good information on women's activities in unions and union benefits to women - field data as such not to be collected but the report to be written from the union records.

Until the Bureau decides on the scope of the study it is impossible to estimate the cost. I believe the study is not set up as a project and only one person is assigned to it.

Either Miss Bagwell, because of her first hand knowledge of the field work and her previous experience in unions, or Mrs. Decaux, who also has worked extensively with unions, would be the logical person to write the report, with possibly Miss Angus writing the technical chapter on the War Labor Board section. Thought might be given to incorporating Mrs. Sater's work as an additional section in the same report.

March 21, 1944

MEMORANDUM

To: Miss Florence Peterson
Bureau of Labor Statistics (Room 4112)

From: Mary Anderson

Re: Estimate of women membership in labor unions

I was very much interested in your estimate of the number of women members of labor unions. In the spring of 1942, when Elisabeth Christman was on the staff of the Women's Bureau, she made an estimate of the number of women who at that time belonged to unions. In making her estimate she conferred with the research departments of the American Federation of Labor and the Congress of Industrial Organizations. The A. F. of L. estimated that approximately 1,300,000 women belonged to unions affiliated with that organization. The C. I. O. placed the number of women belonging to C. I. O. unions at about 1,500,000. Together the two organizations had within their membership an estimated 2,800,000 women.

In addition to the A. F. of L. and C. I. O., Miss Christman took into account in making her estimate such independent unions as the railroad brotherhoods, the organizations of printers, and telephone workers, and Local 50 of the United Mine Workers. For such groups she estimated a woman membership of about 200,000. This estimate is conservative in view of the fact that according to the National Traffic Panel of the National Federation of Telephone Workers that union alone has among its members 150,000 women operators.

On the basis of these figures Miss Christman estimated that approximately 3,000,000 women belonged to labor unions. We have no evidence that the labor unions' estimates are not reasonably accurate. Both the National Women's Trade Union League and the Women's Bureau have used the estimated figure of 3,000,000 in published material. If the Department of Labor were to publish at this time a statement that about 2½ million women belong to labor unions, it will appear that during the past year women's membership has been reduced by half a million. I am convinced that quite the contrary is the case.

Spring

March 17, 1944

Miss May Bagwell
Mrs. Agnes J. O'Connor
Spink Arms Hotel
410 N. Meridian Street
Indianapolis, Indiana

My dear Miss Bagwell and Mrs. O'Connor:

The Women's Bureau has been busy lately clearing our union schedule with the Central Statistical Board. As you doubtless know, the Central Statistical Board is required to approve all schedules used for field visits by Government agencies - union visits as well as employer visits. They go over every question carefully to determine its value in accomplishing the purpose of the study and they also go into the question of possible duplication with another Federal agency.

Miss Spring and Miss Angus met with their representatives on two successive days and later, at their suggestion, with a member of the Bureau of Labor Statistics staff. B. L. S. is just starting an elaborate study of seniority; at present they have two agents visiting the U. A. W. local unions in Detroit and they are going to other cities later. However, the B. L. S. survey is entirely different from ours. It deals only with seniority, and they are visiting both employers and unions and getting a great deal of technical information.

The Central Statistical Board approved our schedule with certain changes and we have just had it retyped. As you will see, there are only a few major changes. However, I think it would be helpful to you to know what their comments were and the reason for revising the wording of some of the questions.

In general, they pointed out that many of the questions are based entirely on the opinions of the persons interviewed, and therefore we must be very careful to give the source of our information. This is something you already understood, of course, and you have been entering names of the persons you talked to on various questions. They felt that we should continue to give the source of the information but that, in addition, some of the questions should be tightened up so as to show what the various persons interviewed had in mind in giving their answers.

The first major change comes under "plant union data" on page 3. Central Statistical Board representatives felt that under Question 8, the information on shop stewards and grievance committees should be tied up with departments employing women. They said that the number of men shop stewards and women shop stewards for the plant as a whole, although important, did not give us enough information. Some departments might not employ women, and therefore in addition to total numbers we need to know how many men and women shop stewards there are in departments that employ women. A chart showing department breakdown has therefore been added to the schedule on page 3.

We realize that it will be difficult or even impossible in many cases to get all the detailed information the chart calls for, especially the columns on "number employed" by department. However, even if you can not get numbers employed, it would help a great deal if you would just list the names of the major woman-employing departments and the number of men and women shop stewards in those departments. In writing up the report the names of woman-employing departments would be useful in other ways. Among other things, it will enable us to show that the particular shop stewards you interview in each plant local are from one of the major woman-employing departments and therefore are qualified to speak on matters pertaining to women which we are chiefly interested in.

On page 5, the Central Statistical Board suggested the addition of question 11, i.e., "opinion of interviewed women as to adequacy of union program concerning women." We thought this suggestion was a good one, as it would give us more of the type of information we want.

On page 6, under Plant Practices, questions 2 and 3 have been rearranged somewhat, with no change in content. In Question 1, section (c) is new, i.e., "are inexperienced men and women generally started on the same job."

The question on seniority (question 5, on page 7) is entirely changed. The Central Statistical Board objected to the question as it was originally worded ("are women given equal seniority with men"). They said it would be just an opinion answer and was not sufficiently definite to show the basis for the opinion . The revised wording was drawn up after going over the subject thoroughly with B.L.S. We have tried to make the question as simple as possible and at the same time to ask what we really want to know about seniority for women, and we hope you can get the information.

The questions on page 8 pertaining to the "Job and Rate Sheet" have been so phrased so their meaning is clearer. On page 9, under "Contract," question 1(c) on "kind of contract" was revised in accordance with Central Statistical Board comments. On page 10, question 10 on seniority provisions in the contract was revised to correspond to question 5 on page 7 covering seniority under plant practices. The Central Statistical Board asked us to add question 4(c) on "paid vacations" on page 10.

The questions on War Labor Board cases (pages 11 and 12) are more specific in wording. You will be glad to see that two of the previous questions have been eliminated entirely. Incidentally, the W. L. B. (data) is again placed at the end of the schedule; the Central Statistical Board requested us to make the change in arrangement.

On the whole, we think the changes requested by the Central Statistical Board are good ones. They have helped to make some of the questions clearer and more specific than they were before. Of course, in trying it out, you may still find that some of the questions are ambiguous or that they do not fit the situations you are finding. In that case, please write and let us know your experience, as we probably would still be able to make a few minor changes.

Sincerely yours,

Mary Anderson, Director

MA:AA:
MBC

Summary of material for Aug '44 Conference

U. S. Department of Labor
WOMEN'S BUREAU
Washington

BRIEF SUMMARY OF TRADE UNION SURVEY

I. Coverage of Study

	Unions	Total Membership	Women Members
1. Total	67	138,000	46,000
C. I. O.	48	98,000	33,000
A. F. of L.	19	55,000	13,000

2. C. I. O. — Total Unions 48

Automobile, Aircraft and Agricultural Implements	25
Farm Equipment & Metal Workers	12
Electrical, Radio, Machine Workers	8
Other (U.E.W. and Mine, Mill and Smelter)	3

3. A. F. L. — Total Unions 19

Machinists, Intl. Assn.	10
Automobile Workers of America	5
Other	4

4. Location of Locals

Illinois - Chicago, North Chicago, Forest Park, Melrose, Rock Island, Peoria.
Indiana - South Bend, Indianapolis, Evansville, Anderson, Seymour, Michawaka.
Wisconsin - Milwaukee, West Allis.

II. Local Union Data

1. Women Membership
Of the total membership, women comprised

Under 25 percent - In 1/3 of the Union
25 - 50 percent - In 1/3 " " "
50 percent or more - In 1/3 " " "

2. Length of Time Women have been Union members.

In about one-half of the Unions, women have become members only within the last three years.-

In four of the Unions, women have been members as long as 10 or 11 years, since date of organization.

III. Women's Local Union Activities:

1. Offices held by women.

Women hold offices in over one-half of the unions.

President	4	unions
Vice President	8	"
Treasurer or Financial Secretary	12	"
Trustee	13	" (Chairman in 1)
Business Manager	1	
Served on executive board	10	

2. Committees on which women served:

Women served on committees in 60 percent of the Unions.

Social	28	Unions
Political Action	14	"
Education	14	"
Welfare	13	"
Election	6	"
Publicity	4	"

3. Women's Attendance at Union Meetings.

Only about one-fourth of the Unions report women's attendance as good, however, about one-half report good attendance when an important issue is to be discussed.

Some Reasons given for poor attendance.

1. Lack of interest due to dissatisfaction - (non-recognition by men.)
2. Fear of company disapproval.
3. Time meetings are held.
4. Home duties.
5. Lack of gas.
6. Too tired after long hours of work.

4. Programs to stimulate women's activities.

In none of the Unions was there a well formulated program to increase women's participation in Union activities - one of the Unions had meetings for new members, seven had sent women delegates to various conferences - educational, School for Union Leadership, Worker's school etc:

5. Attitude of Local Union Officials toward Continued Employment of Women.

Only about one-half of the schedules reported on this item, and of these, about one-third of the Unions disapproved, of women continuing on their jobs.

COMMENTS BY MEN UNION OFFICIALS' ON DISAPPROVAL OF CONTINUED EMPLOYMENT OF WOMEN

Schedule	Product	COMMENTS
48	Steel & brass case for ammunition	President said he did not think there would be any women in the plant if they converted to regular peace time work - assembly of Plymouths. He said the work was not work that women could do. Also said women would not have enough seniority as it was not likely that they would operate 3 shifts and that there would be enough men with seniority to fill the jobs.
70	Motorcycle Side Car and Accessories	President said "We do not want women on men's jobs." Reason given was that women speed up and then company pushes older men who can't keep up that pace.
304	Heating Equipment	President felt that when plant converts to peace time production there is not so much work that women can do unless jobs can be broken down more.
41	Airplane Wings	President said that he and the men in the union thought it would be satisfactory to have women go back to sewing jobs.
80	Gun mounts and testing machines for Navy	Plan is to get rid of all women after war. All inexperienced men and women are hired for the duration only.

IV. Plant Union Data

1. Coverage

Data was secured on 78 plants where employees were members of the local unions visited. The plants employed 180,000 persons, 61,000 women. Women are normally on production in 80 of the plants.

2. Extent of Women's Union Activities in these Plants.

Shop stewards in 60 percent of the plants.
On bargaining committee in 30 percent of the plants.
On grievance committee in 30 percent of the plants.
On labor management in 60 percent of the plants having a committee.

Women served on no committees in about 20 percent of the plants.

V. Equal Pay

Information obtained for 64 plants	100 plants
1. Equal pay (pay for the job) was -	
In practice in 32 plants	60 %
both in contract and in practice in 20 plants	
In practice, but not in contract in 20 "	
Not in practice in 32 plants	40 %
In contract provisions in 5 plants	
Not in contract " " 27 "	

Clauses used in contract in equal pay provisions.

"No discrimination" clause	in 4 contracts
"Equal pay" clause	in 25 contracts
"Rate of pay regardless of sex" clause	in 17 contracts

Note: Some contracts made use of more than one of above clauses, in fact in two contracts, all three phrases were used.

2. Starting rate for new and inexperienced workers - only about 20 percent of the contracts provide for the same starting rate for all employees.

3. Automatic progression policy -
Provisions were made in 70 percent of the contracts. In over three-fourths of these contracts, the policy is the same, i.e. same steps and amount of increase but not always from same starting rate.

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Seniority in Post War Period -

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in practice, for the one-shift plants is 30 minutes, without pay.
In the three shift plants, it runs 15 or 20 minutes with pay
on all shifts or - 30 minutes without pay on first shift, and
shorter time with pay on other shifts.

In one plant, workers eat on the job.
In four plants, women have a longer meal period than men.

In two plants both men and women have 30 minutes, but in one
of these, women only are paid for the meal time, and in the
other men only.

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About one-fifth of all contracts have rest period provisions,
in one-half of the cases for both men and women. However,
over one-half of the plants have formal rest periods - in two-
thirds of those plants for both men and women.

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a War Labor Board decision in the Bendix Case -
"The female rates it must be the same as the male, minus
for the time being, only the allowance for the twenty minute
rest period. This allowance shall be five cents per hour,
which gives the Company a margin of one-half cent per hour." -
Arbitration Award N.W.L.B. Case No. 81d.

3. Maternity Leave.

No contract has maternity leave provisions.

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51 have a definite leave of absence policy.
4 plants discharge pregnant women.
21 plants have no policy.

Of the 51 plants having leave of absence policy -
15 plants grant 1 year
12 " " 3 months
5 " " 6 months - 9 months.
3 " " 30 days
17 " no definite time.

In all plants that report on seniority rights (a little over one-half), rights are retained during maternity leave. One contract pending before W.L.B. has a pregnancy clause.

V

COMMENTS ON EQUAL PAY

EQUAL PAY IN CONTRACT BUT NOT IN PRACTICE:

#23
Women earn $60 a week on machines, but must pay $20 or more per week to the set-up man; his earnings run well over $100 a week. This procedure has been negotiated and agreed upon.

#46
When company put women on men's jobs union asked for equal pay. Company refused, and agreement was reached for increases for all women. The women at the meeting were mostly new in the plant and many don't expect to work after the war so all they could see was the immediate increase. But now that the company has placed thousands of women on men's jobs at lower rates the women resent doing men's jobs for less money, and the men regret the action for they are now transferred to harder work.

#47
Officers said they tried to negotiate equal pay for women. Company refused and offered instead a 10 cent increase for all women. This was carried in local meeting. (10% women.)

#62
Equal pay clause is in the contract and there are several grievances in on this at the present time. Regional Director said that he had requested committeemen to look for jobs performed by women which formerly were men's and see that they received equal pay.

#65
The Union is striving for equal pay, but in too many cases it is not able to secure it. The employer is not willing to give same rate to women when they need help in their work and generally speaking women need a lot more supervision because of lack of experience, and the employer definitely insists on a lower rate to allow for that so called extra cost.

EQUAL PAY NOT IN CONTRACT BUT IN PRACTICE:

#57
Union demanded that women be paid same rates as men on all jobs.

#1
Equal pay is pending before the War Labor Board.

EQUAL PAY NOT IN CONTRACT AND NOT IN PRACTICE:

#18
War Labor Board Case.

#21
Will make a War Labor Board Case of it.

#24
War Labor Board Case.

#102
War Labor Board Ruling that women's day rates should be 32.6% of men's rates. Union asked for equal pay when women were first put on men's jobs but so far has not succeeded in eliminating differential.

#101
President says the men want women to have the rate of the job but the company tries to pay them less.

#19
War Labor Board Case.

#103
Recording Secretary said that men have more responsibility than women so that they fixed rates with this in mind. President also mentioned this and said it is a company policy. Have War Labor Board Case with request for job classifications by sex.

#100
Equal pay granted by War Labor Board, but company has filed a petition for review.

#38
Before negotiations were started on new contract the company was notified that union would ask for equal pay for women. In August, 1943, negotiations were begun and equal pay became an issue in dispute. Case went to the WLB and hearing was held. Union and company were allowed one week to prepare and present briefs following hearing. Union position: any lowering of production on Ford Muffler line which company claimed was due to employment of women on the line was due to other things--the bottleneck at end of line on welding, turnover and presence of many new employees (more men than women), etc.

#29
Woman steward said men and women perform same kind of work but on different floors, one floor will have a man's rate, another floor where women do the work has a women's rate, much lower.

#13
War Labor Board Case.

#14
Union officials stated that the company preferred to hire girls from the country who are hard to organize and interest in union activities. Women think they will not be in the shop permanently so it is difficult to get them to take interest.

#7
War Labor Board Case.

#10
War Labor Board approved differential in base rates for men and women as set forth in union agreement.

#56
Business Representative said he had been fighting for equal pay for two years but at time last agreement was signed he had not been able to get it. He said the case now pending before the WLB involves equal pay for women. Women interviewed did not know this was being asked.

#66
Union is negotiating a new contract which asks for same rate for men and women on any given job.

#68
Case is now pending before the War Labor Board in which elimination of men's and women's jobs is asked. President thinks this will give women equal pay.

#69
President and woman chief steward have fought cases of equal pay in a number of departments in plant and now have sent request for equal starting rate for women to UAWA Regional office and it will be sent to the War Labor Board.

EXTRACTS FROM CONTRACTS AND SCHEDULES ON SENIORITY RIGHTS

#41
One Union member said that women would continue to work if they had enough seniority after service men who return are taken care of. Also thinks union should plan to see that wives of service men who are killed or return handicapped are guaranteed jobs. The president and the above union member gave impression that men in union had thought that not so many women would have to continue working and that to have them go back to sewing jobs would be satisfactory. They do not know how many women actually want to keep working or how many will have to.
Women interviewed said that most of the women, they thought, from hearing them talk would want to continue working.

Women interviewed seemed to be not too concerned over fact that contract provided that seniority return to original status at expiration of war work which gave them seniority in sewing only. Women interviewed were in that department before the war so would have jobs. They stated, though, that they thought most of the women talked as tho they wanted to keep working.

#39
No special problem. Seniority takes care of this. Union officers and representatives do not think of women separately in this connection as they think only of straight seniority. Of course, they expect to provide jobs for returned service men after the war.

#49
The president stated that women have always worked in this plant and will continue to do so. There are women with 24 years of seniority. Seniority will prevail after the war regardless of marital status.
An international representative said that women will not be discriminated against. Women will certainly be employed by this plant after the war.

#49
Field organizer said that there was no question about this--women have same seniority protection as men. From several grievance cases related agent would judge that field organizer and men officers have fought very hard to succeed in getting same treatment for women as men.

#28
The president was very much interested in the information given by agent. He did not know what the UAWA International Union policy was on separate seniority list for women. Information was given about another local union president calling up R. J. Thomas to ask whether in negotiating contract they should continue provision for separate list or have only one list, and Thomas replied that there should be only one list. At the close of the interview he remarked, "I certainly have learned a lot."

#26
Vice President had an idea that the women ould go back to the kitchens after the war, and that the Company would rather hire men if they can get them.

#38
The president thinks women do the same work that men did so that there is no reason why they should not stay in the plant on basis of straight seniority.

#33
Chairman stated that if the company gets new contract and continues to operate, women will remain in plant in post war period. Is a possibility that entire plant will close but he does not think so. Only part of the plant is new since the war.

#43
Financial Sec'y. said that he thought many women would not want to work. Does not know how many women will want to or have to continue working. The president said he did not think there would be any women in the plant if they converted to regular peace time work as done before the war (assembly of Plymouths). He said that the work was not work that women could do. Also he said that women would not have enough seniority as it was not likely that they would operate 3 shifts and that there would be enough men with seniority to fill the jobs.

#37
Rec. Sec'y. thinks that about 75% of the additional number of women that have come into the plant since the war will remain after the war.

#104
President felt that when plant converts to peace time production there is not so much work women can do unless jobs can be broken down more.

#70
President said, "We do not want women on men's jobs". Reason given was that women speed up and then company pushes older men who can't now keep up that pace. Women will speed up and then later have to take two or three months leave of absence because they broke down working at such speed. President said that they insisted on equal pay when women were put on men's jobs unless the women had to have help with lifting, etc.

Union agreement gives women separate seniority. President said that they did not want women on men's jobs so changes in seniority provisions of contract not likely to be made. Fin. Sec'y. said women have seniority on women's jobs. Union has agreement with company that 900 oldest employees constitute the "normal working force." This could be increased only by consent of union. Also placing of women on men's jobs must be discussed with union. Union also has agreement that no married women to be hired except for duration. Union member said women seemed satisfied on women's jobs but of course wanted more pay. They just accept fact that they do not go on men's jobs except when can't find men. Women interviewed seemed not to know that in other plants by union agreement there is one seniority list and women bid on jobs by seniority just as men do.

#36
Have separate seniority for women and men. Women have seniority among women. Women will now have seniority on the men's jobs but is not clear as to what will happen after the war.

Chairman said that women were in the plant before the war and that in the post war period the women would return to the women's jobs and men return to take men's jobs. One member thinks there should be one straight seniority list for plant and that after service men return and are placed straight seniority should prevail.

#66
President was not particularly keen about women working after the war. If women are self-supporting they should have jobs; if not, they should stay home after the war. Head steward said women always have worked in this plant and will continue, but not on men's jobs after the war.

New contract is asking for seniority preference for union members.

#64
Head Steward--Women have worked in this shop before the war and will continue. However, returning service men will be given preference. Seniority will prevail, he said.

#100
Member indicated that they would give all the protection possible to the women. Of course service men have to be taken care of and according to present seniority plan women would be likely to be pushed back on women's jobs but not likely to be out of plant as they were in plant before war, and the addition to the plant, already started, will increase the number of employees by about 600, mostly women. He said that if they succeeded in getting the jobs reclassified they would not be set up by sex and there would be no separate seniority for women. He said that they were now working on the reclassification with the company.

#57
President said that he saw no reason why women would not remain in the shop after the war--they would have enough seniority he thought.

#59
President stated that women have always worked in this plant and will continue. Seniority prevailing.

#65
Head Steward--Women have always worked in this plant and will continue after the war. Business Agent--Women who worked in the shop before the war will stay there. Many new women are working for the duration. Both said that on many jobs women are indispensable.

Business Agent--Many of the Milwaukee machine shops employed women long before the war and will continue to employ them after the war. He felt seniority strictly enforced is the fairest way to deal with any worker. He figured many women are working for the duration only and others will want to continue. How strictly the seniority will prevail was a question, because he said you know returned service men "MUST HAVE JOBS". He is for the equal pay policy, but it does not always work out in practice. The employer is not willing to give same rate to women when they need help in their work and generally speaking women need a lot more supervision, be-

cause of lack of experience, and the employers definitely insist on a lower rate to allow for that so called extra cost. He stated women are becoming more experienced every day and eventually that situation may be overcome. Some employers, of course, are not keen about employing women and look upon them as "a pain in the neck" because of absenteeism.

#44
President thinks women will continue to work in plant but not as large a number as to present as service men will return to jobs.
Ex. Bd. Member thought that women should be paid the same rate as men when they went on the men's jobs as the company would hire more women if the rates were lower and the men would be out.
He also expressed the feeling that women should continue to work on women's jobs. He thinks that women are doing jobs that are too hard for them now.

#55
President said that women had same seniority rights as men and that if work continued on large scale at the shipyards women would probably remain. Business Rep. did not think women would be in yards after the war as the company had rated them as only 60% efficient and they would not want to employ them. Also the number of men who would return from the service would push the women out.
Sec'y. said that when women went into the yards his union wanted a separate set up for women but he told them that he would not go along on that so they have same seniority and the right to stay.

#31
Four women members (all old employees, formerly in Trim Department) felt that the men did not want the women in the plant, that the former committee had done nothing for the women nd they say that many women are worried about their jobs after the war.
Chairman and President of the Bargaining Committee both have very good attitude. President thinks that perhaps the jobs will have to be re-classified throughout the plant and rates set for jobs as at present the majority of women's jobs are in aircraft and when the company converts to trucks again this would leave the women out since aircraft jobs are all new jobs.

#101
President--This is no question as women were employed in the plant before the war. One woman is in machine shop now and several others work on machines occassionally when needed. President said that he had made it clear that noowomen were to be employed on machines after the war. He said that they did not want any women on machines. He also said that there would be no married women hired after the war, except in special cases of need. The reason for this is that there won't be enough jobs and the men should be employed in most cases.

To: Miss Miller

July 26, 1944

From: Alice Angus

In reply to your memorandum of July 25 concerning the Trade Union Survey, I think a brief resume of the background and history of the survey will help clarify its purpose and method.

As you undoubtedly know, the Bureau for several years has had a staff member consulting with union organizations in an advisory capacity. Miss Elisabeth Christman spent a year with the Bureau on leave of absence from the Women's Trade Union League, and when she returned to her former position, Mrs. O'Conner, a Trade Union worker from Chicago, was appointed to carry on that work, in July, 1943.

The Trade Union Survey, which was begun in November, 1943, was a direct outgrowth of the previous work with unions. It was felt that the agents working with local unions could obtain certain factual information which would be useful to union women as a whole. The early contacts which were made in a purely advisory capacity showed, for example, that although women in war industries have joined unions to a very large extent, many of them are only nominal members who do not enjoy the full advantages of union membership. In some unions, women do not participate in union activities, and seek representation on contract negotiating committees. As a result, union contracts often openly discriminate against women in such matters as wage rates and seniority rights; or, if the contract does not discriminate, it fails to call for equal [redacted] so that discriminations result in practice. This explains the full treatment of contract material in the Trade Union Schedule. The fact that it was obtained by field agents rather than in the office is due to two factors: first, to call attention to the importance of adequate contract clauses that would assure women equal treatment; and secondly, because as a practical matter, it was often impossible for agents to obtain copies of the contract from union officers, especially where it contained discrimination clauses.

My connection with the Trade Union Survey arose from the fact that I had previously been assigned to review War Labor decisions and other material from the standpoint of the effect of War Labor Board policies on women's wage rates and general employment status. As you know, the War Labor Board, at the instance of the Women's Bureau, early promulgated an "equal pay" policy in their General Order No. 16. We found, however, that the policy had its limitations in practice, and that the War Labor Board took no action to obtain "equal pay" for women unless the union which brought a case before it affirmatively asked for "equal pay". One of our objectives in the Trade Union Survey was to determine what actions union groups were taking to secure equal treatment for their women members. Consequently, the presence of a War Labor Board case was made the criterion for selection of a union [redacted] of the survey.

I am attaching a statement of the purpose of the survey as of November 8, 1943, and also a copy of "Suggested Standards for Union Contracts", which was prepared as an outgrowth of the survey, to be distributed by our agents in their work with union women.

From Miss Stadt's file

COPY

June 10, 1944.

A Brief Resume of Some Recent Work of the Women's Bureau in Cooperation with Trade Unions to Promote the Welfare of Working Women.

What has been called a "new unionism" has shown itself in the recent impetus given by the outstanding Trade Unions of the country in educational programs. The rapid spread of interest by labor in participation in community affairs, the desire on the part of organized labor to develop leadership which will know the functions of the community social agencies, which will be able to judge when these agencies are meeting their responsibilities to the community and the desire by labor to actively participate in the functions of these agencies is marked.

A number of the Trade Unions having a significant number of women in their membership have recently shown an increased interest and concern for the women members and have developed, as part of the over-all educational programs, special activities for them.

The Women's Bureau has considered it a part of its legitimate work in promoting the welfare of working women, to encourage such activities and to cooperate with and advise on these activities if asked to do so and whenever practicable. Such cooperation has in part included the following:

Many requests have come to the Women's Bureau for standards covering women's employment which might be recommended for inclusion in union contracts. On February 21, 1944, the Bureau called a conference of women representatives from organized groups, both AFL and CIO, which have a significant woman membership. At this meeting both the principles and wording of the proposed contract provisions were discussed from the standpoint of their adequacy in meeting women's needs. The conference agreed on certain standards which were outlined in a folder published by the Women's Bureau in March 1944.

The First Annual International UAW-CIO Educational Conference was held in Chicago, February 23-27, 1944. Nine panel discussions were arranged for the conference dealing with the following topics -

1. Visual techniques in eduation
2. Group techniques in education
3. Women in industry
4. Race discrimination
5. Shop steward education
6. Use of Community facilities
7. Consumer's work and education
8. Libraries and pamphlet distribution
9. Education and political action

Miss Anderson was invited to be on the panel on Women in Industry but was unable to attend and Louise Stitt went in her place. Miss Stitt's report on the conference are in the Bureau files as are the reports of the proceedings and of the addresses published by the union.

Mr. Julius Emspak, National Secretary and Treasurer, and Miss Ruth Young of the United Electrical Radio and Machine Workers of America called on Miss Anderson in November 1943 to ask the cooperation of the Women's Bureau in furthering their activities for women in intelligent participation in union affairs and encouraging their more active and intelligent participation in community affairs. An outline of the subjects discussed at this time are in the Bureau files. It was agreed that Miss Wolfe in the St. Louis area and Mrs. Sater in New Jersey and New York could give limited cooperative assistance to this kind of work.

Miss Wolfe did not find in St. Louis the set up for Women's Activities Committees in UE that Mr. Sater found in Districts Nos. 3 and 4. At a luncheon meeting with UE local officials, February 18, 1944, discussion of a new program for UE women workers took place and it was apparent that there was great need for an educational program especially with women stewards. Representation for UE on a Woman Power Forum was secured by Miss Wolfe. She tried also to interest women officials (particularly stewards) in a Safety Engineering Class started at Washington University and hopes union women will enroll next fall for courses in a labor school at St. Louis University. The work with unions in St. Louis has included cooperative efforts on the part of women from both AFL and CIO unions as shown by a forum meeting "The Woman Worker Speaks" which Miss Wolfe was instrumental in setting up. Participants in arranging the forum included besides the YWCA, League of Women Voters, Women's Trade Union League, etc., representatives of UE and International Ladies' Garment Workers Union. At this forum women workers were given an opportunity to tell their own stories of problems that affect them. Miss Wolfe was largely responsible for organizing a Training for Leadership Course scheduling 10 meetings from May 2 to June 6, which included discussion of collective bargaining, parliamintary law, community facilities, public speaking, job relations, history of the labor movement, etc. She has worked with a UE committee planning an Educational Institute. An institute for union stewards, plant counselors and social workers in order that the union stewards and counselors would know the type of services offered by the St. Louis Social Planning Council is planned for June 15. There will be 25 CIO, 25 AFL, 25 personnel counselors and 10 social workers attending. Miss Wolfe has been active in the planning for this institute.

Mrs. Sater's cooperative endeavors with Trade Union women has largely centered in the industrial cities of up-state New York where there is less trained leadership among the working women than in and around New York City. She made a community survey of Schenectady in relation to community services for workers, additional needs and workers participation. She talked with UE local officials, women shop

stewards from General Electric and leaders of community affairs. No permanent plan or program was put into effect here but Mrs. Sater expects to return. In Syracuse, Rochester and Buffalo, working with Miss Philomena DeSiena, Chairman of Women's Activities for District No. 3 of the UE, Mrs. Sater arranged for preliminary meetings with local Women's Activities Committees and their helped to arrange for larger conferences in these cities. The conferences in Syracuse and Rochester were each attended by representatives of approximately 25 social and civic groups as well as representatives of other trade union groups - AFL and CIO. The conferences resulted in the establishment of permanent labor-community organizations, membership in which is open to and encouraged from all the trade unions having women members, non-union working women and representative members from all the appropriate civic and social agencies of the community. The object of these organizations is to promote a better understanding by the agency participants in the community problems of the workers and to encourage a greater understanding on the part of the worker in what the community may or should have to offer the worker as well as greater participation by the worker in community affairs. The Syracuse organization has had 5 or 6 good meetings since its formation at which such subjects as housing, recreation, child care, price control and subsidies, industrial nursing, etc., have been discussed. The Rochester organization more recently started in progressing more slowly but promises to do a worth while job. The United Labor Committee of the Tonawandas at the suggestion of UE women (following their meeting with Mrs. Sater in March) undertook an all-day Women Workers Conference in North Tonawanda on May 28. This was attended by representatives from the Tonawandas, Niagara Falls CIO, AFL, UMW and Independent unions and by four women from the Buffalo CIO Women's Council as well as local government officials. The President of the North Tonawanda Town Council suggested scheduling a mass meeting in the high school for early fall where the conference program could be to a large extent repeated, Mrs. Sater spoke at the general meeting of the conference, led the panel discussion on working conditions and spoke on Postwar Planning for Women at the evening session. The Buffalo women hope to schedule a similar labor-community conference in the near future. Mrs. Sater is scheduled to meet representative women of UE locals in Manhattan, Brooklyn, Westchester and Nassau counties the evening of June 15 in New York.

Further details of Mrs. Wolfe's and Mrs. Sater's activities relative to union cooperation van be had from their weekly reports to Miss Anderson to be found in the Bureau files.

Our present telephone study is the outgrowth of a request made by the National organization of the Independent Union of Telephone Workers, representatives of which conferred with members of the Women's Bureau staff asking that the Bureau indertake a job evaluation study of operating occupations. After consultation by Miss Nienburg and Miss Erickson with some officials of the A. T. and T. in New York City and further contadts by Miss Erickson with telephone unions in Chicago. The telephone study was started in Baltimore and extended to smaller cities in Maryland. It is hoped this study can be estended further. Miss Erickson expects to address

the convention of the National Federation of Telephone Workers in Denver this month. See files for further details.

Mrs. O'Connor and Miss Bagwell have been making an analysis of trade union contracts to discover the extent of the discrimination against women. This study was limited to the locals of certain national organizations. Review of the cases filed in the regional (Chicago) W. L. B. formed the basis for choosing the local unions to be visited. See files for further details.

The Women's Bureau was asked in February by an agent of the Automobile Workers Union to help in a dispute case involving equal pay. The union was trying to negotiate a contract with five companies in the Indianapolis area and wanted an equal-pay clause included. The companies' lawyer was strongly opposed to this. Miss Ziegler and Miss Bagwell went to Indianapolis to see what the request involved. The union wanted the Bureau to help by making a job analysis but our representatives were told by the lawyer for management that the Bureau could not make the survey. The aid given the union agent was in the preparation of his brief. The case already had been placed before the War Labor Board.

All of the Regional Representatives of the Bureau are in the course of their regular work, coming in contact with union representatives and groups. There have been a number of local conferences in Detroit in community problems of women workers. The UAW-CIO has established a Women's Department in its War Policy Division. A conference of representatives from different locals was planned after discussion with Mrs. Lowrie of the Bureau staff, with its focus on plant practices.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

February 19, 1944

TO WOMEN

OUTLINE OF TOPICS OF SPECIAL IMPORTANCE FOUND IN UNION CONTRACTS

1. Declaration of purpose

   (a) Value of "no discrimination clause"

2. Wage provisions

   (a) Method of attaining equality:
       (1) Specific prohibition against sex differential.
       (2) Define "employee" to include women and omit further reference to sex.

   (b) Contents of wage provisions:
       (1) Starting rate
       (2) Automatic increase
       (3) Job rates
           (a') Application to women workers
                (1') Where both men and women on same job
                (2') Where women only
           (b') Method of setting job rates
                (1') Time study provision
                (2') Bargaining
           (c') Procedure for changing rates
                (1') Bargaining
                (2') Grievance procedure

       (4) Other weekly wage provisions
           (a') Call pay
           (b') Waiting time
           (c') Uniforms
           (d') Breakage
           (e') Incentive

   (c) Compensation other than weekly wages:
       (1) Dismissal pay
       (2) Vocational pay
           (a') Flat allowance
           (b') Percent of earnings
           (c') In advance

3. Hours of work

   (a) (daily, weekly)
   (b) Meal periods - men and women
       (1) Length
       (2) Occurrence
           (a') Exact hour of day specified
           (b') Varying, with overtime if continuous work exceeds total specified hours
       (3) Pay
   (c) Rest periods, men and women
       (1) Length
       (2) Occurrence
       (3) Pay
   (d) Overtime work
   (e) Sunday and holiday work

4. Shift operations

(a) Restrictions on employer in placement
(b) Shift differentials
(c) Split shifts - overall hours of work
(d) Rotation

5. Leave of absence

(a) Definiteness of purpose:
    (1) "Any reasonable purpose"
    (2) Sick leave
    (3) Maternity leave
    (4) Military service (application to women)
(b) Effect on - accumulated seniority
(c) Pay

6. Seniority. (In place of work-sharing)

(a) Length of service before seniority is acquired
(b) Periods of voluntary absence
(c) Seniority limited to department, instead of plant wide
(d) Effect of seniority on promotion
(e) Effect on tenure of employment, discharge

7. Safety and health

(a) Physical examinations
(b) First aid or medical treatment
(c) Sanitary conditions
    (1) Rest and washrooms, soap, towels, etc.
    (2) Water
(d) Seats

SPECIAL PRIVILEGE ON JOBS OPPOSED

Reuther Says Solution for Women Depends on Openings for 60,000,000 Workers

By DOROTHY BARCLAY

Special to THE NEW YORK TIMES.

DETROIT, Dec. 9—Walter P. Reuther, vice president of the United Automobile Workers (CIO), told 150 delegates to a national UAW-CIO women's conference today that the answer to their post-war job problems lay not in special privileges but in creation of 60,000,000 peacetime jobs in America.

"Industry must not be allowed to settle the employment problem by chaining women to kitchen sinks," he said. "Neither can women expect a solution through special privilege."

The UAW-CIO has an estimated 300,000 women members.

He proposed the creation of an over-all production board to work toward peacetime employment now by establishing industry-wide "tooling pools," which, he said, could cut the final time of reconversion in certain industries to as little as sixty days.

"We must start planning immediately," he said. "Sixty million jobs will not create themselves."

Production of Houses Urged

Specifically he proposed mass production of houses, which he said could be turned out on an assembly-line basis in reconverted airplane plants.

His speech followed a fight between older women union members—with many years of seniority—and newcomers who said that strict adherence to seniority in reconversion layoffs would mean discharge for more than 200,000 women newly employed in the industry.

Instances of managements' alleged attempts to force women to quit by transfers and assignment to undesirable jobs were brought up by some older members as proof of the need for maintaining seniority structure. The conference passed a resolution recommending that no separate seniority lists be maintained for men and women and that union officials adhere strictly to fair seniority contract provisions in transfers, layoffs and rehires.

"And when our layoffs come," said one delegate, "we'll be women enough to take them."

Pay Equality Is Advocated

The conference passed other resolutions on equal pay for comparable work and called for an end to separate job classifications for men and women. They asked for approval of the Pepper resolution, to enable the War Labor Board to classify wages under 65 cents an hour as "substandard" and called on the incoming Congress to enact legislation providing annual wages for all industrial workers.

In a resolution on post-war employment and production, they asked for action toward withdrawal of minors from industry in those States where laws had been relaxed, for training and re-training of women workers for post-war job opportunities, for extensions of trade-union organization and for passage of State wages and hours laws regulating conditions in intra-State industries.

Frank E. Hook, Representative-elect from the Twelfth Michigan District, decried "those elements in industry" who wanted "a great reservoir of unemployed labor" for alleged use in breaking down working standards.

AT THE RECENT CONVENTION OF THE CIO IN CHICAGO (NOVEMBER 1944)
THE FOLLOWING RESOLUTION WAS PASSED:

Resolution No. 37

Resolution Against The Equal Rights Amendment and for Protection of Women Workers

WHEREAS, (1) The CIO has supported and worked for protective labor legislation such as minimum wage and maximum hour laws, laws providing for days of rest and rest periods, laws prohibiting dangerous work (or work at night), or in places deemed unwholesome to the morale and health of women, etc., designed to safeguard the interests of women workers;

(2) Today there is a movement to enact in Congress an amendment to the United States Constitution known as the "Equal Rights Amendment". If passed, this would have the effect of abrogating the above-mentioned special legislation. Until the various States have enacted legislation to protect both men and women workers in intrastate industries it is essential to maintain existing State laws for women; now, therefore, be it

RESOLVED, That (1) The CIO, because of its great interest in the problems and conditions of working women, and its gains on their behalf, therefore calls upon its entire membership to defeat such a bogus amendment which would retard the great progress made by and for women workers;

(2) The CIO work for the realization of the following program:

(a) Extension of equal pay for equal work to all plants under CIO contract and the enactment by the States of a uniform law prohibiting the discrimination against female employees in the payment of wages;

(b) Provision in collective bargaining agreements for adequate rest and lunch periods, maternity leave without loss of seniority, and group insurance including maternity benefits.

(c) Further development of community activities for child care centers, adequate housing, especially for migrant women workers, and proper and extensive recreational facilities. In this connection the CIO urges cooperation with community organizations and the Women's Bureau of the U. S. Department of Labor, so that these facilities may become a permanent part of postwar community life.

(d) Expansion of special educational programs for women by unions, designed to bring them into positions of greater responsibility and leadership.

(e) Finally, protection of women's employment rights through the seniority clauses of union contracts.

The Conference Board
MANAGEMENT RECORD

(Source: January 1944, Vol. VI, No. 1, Pages 3,4, 5, and 6.)

WAR LABOR BOARD DECISIONS ON WOMEN'S PAY

In interpreting the "equal pay for equal work" policy as it relates to women workers, industry in considerable measure has looked for guidance to the War Labor Board. According to this agency, women are performing work equal to that done by men when they turn out comparable quality and quantity of work on the same or similar operations.

Lack of agreement between management and labor as to quality and quantity of work and the extent to which operations are similar has brought a number of cases within recent months before the War Labor Board. A study of the decisions made in these instances provides further clarification of the board's stated policy.1/

One conclusion as the result of studying directives and other action taken by the board is that its attitude has been on the whole pragmatic, with interpretations to fit local situations rather than of the sort which fall into well-defined patterns. A number of the decisions, however, some issued by regional units and some by the national body, are noted here for what indications they may provide of the members' thinking in connection with the payment of women who are taking over men's jobs.

"MALE AND FEMALE" DROPPED

The terms "male" and "female" are being discarded in describing classifications of work for similar jobs with different rates, and terms are being substituted which carry the implication that the difference in the jobs lies in varying difficulty of the work rather than in the sex of the worker. Thus the regional board in Philadelphia this fall revised its list of going wage rates in the area to eliminate all "female" classifications, substituting "senior" and "junior" or "Class A" and "Class B."

The regional board in Kansas City followed suit in amending going wage brackets for St. Louis, Missouri, by eliminating the use of the term female in job classifications. While the rates remain unchanged, jobs formerly classified as female and male now appear on the lists as junior and senior. The rate for shoe department retail clerks, male, in department stores was 94 cents; the rate for senior shoe department retail clerks is now 94 cents. Under the old listing the job of shoe department retail clerk, female, carried a rate of 80 cents an hour; now the 80-cent rate applies to junior clerks in the shoe department. If in a given retail establishment all women are automatically relegated to the junior classification, regardless of experience or performance, the change in job title, of course, would have little significance as a step toward equalizing rates paid men and women. In carrying out an equal-pay policy, inexperienced men as well as women would be started at the junior rate.

In the case of certain Illinois and Michigan plants of the General Motors Corporation, a regional board decided that former male and female classifications of inspectors should be changed to heavy and light. The rate which had applied to the male classification, $1.14 and hour, was retained under the new designation. Female inspectors had been paid 79 cents an hour. Under the new classification, those working at light inspection receive $1.04, a compromise figure which lessened the

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1/ Description of early, basic decisions of the NWLB on the subject of women's pay may be found in an article, "Equal Pay for the Woman Worker," which appeared in The Management Record, January 1943.

differential that had existed between the pay for heavy and light inspection work. Both men and women may now be employed in either classification.

MEN'S MINIMUM FOR WOMEN?

A problem of rates has been encountered by several companies which have hired women for the first time on work that had not previously been done by men but where under union contract there was a fixed minimum rate for men. Should the minimum hold for women as well?

The Reeves Steel and Manufacturing Company in Dover, Ohio, provides a case in point. Women were employed here for production work for the first time in October, 1942, and were put in a new department making ammunition boxes. Under the company contract with the CIO Steelworkers, male employees were receiving a minimum rate of 72½ cents an hour, and had men been hired for the new work instead of women, they would have received this rate.

The company contended, however, that the making of ammunition boxes was a lighter type of work and required less skill than the other work in the factory--chiefly work on service cans and stove pipes. It was pointed out that some men in the plant had been employed making pails and that the making of ammunition boxes was no less difficult than this operation. The company admitted this but said that when the pails were made there should have been a difference in the rates paid the men who worked on them and the other workers.

The company wanted to start women at 57½ cents an hour, with the understanding that, as soon as practicable, piece rates would be established which would yield the women workers at least 72½ cents an hour, equal to the minimum rate for men. The referee, while finding that the work the women were doing was lighter than that done by the men on their assigned tasks, found that the women were as efficient as men after a "reasonable" training period. He proposed that after a year's interval during which they would receive 57½ cents, the women should be paid 72½ cents.

The fact that the rates at Reeves were higher than those of other companies doing similar work apparently had something to do with the referee's settling upon a year for the learners' rate. The union maintained that the women could learn the job in one month and the National War Labor Board in its decision pared down the probationary period suggested by the referee to thirty days, the learner's rate of 57½ cents to be raised to 72½ cents at the end of that time.

NIGHT WORK

The Aluminum Company of America encountered a similar problem about a year ago when it put women on the night shift at its New Kensington, Pennsylvania, plant on an operation which had not been performed by men. The women were to operate small presses, stamping out parts. The work was light, and women performed this type of work on the day shifts. For the work, they received 67 cents an hour on the first shift and 70 cents on the afternoon shift--15 cents an hour under men's pay, the differential based on differences in the women's and men's jobs.

In order to put women on the night shift, the company had to obtain from the Pennsylvania Labor Department a waiver of the state regulation prohibiting employment of women in manufacturing processes between midnight and 6 a.m. The waiver was granted with the usual stipulation that women taking over men's jobs would receive men's wages.

The company paid women 72 cents an hour on the night shift, maintaining the

differential which existed during the first two shifts. The CIO Aluminum Workers contended that the women should receive 57 cents, which was the men's night pay, because this was the rate which the company would have had to pay had the dis pensation not been granted and had men been placed on the job.

After conferences failed to settle the issue, the question was submitted to an NWLB referee who decided that women were not entitled to equal compensation with men unless the element of work comparability or similarity was clearly established. After observing work on the night shift in the unit involved, he decided that the work done by the women was not similar to that which was being done by men. The fact that without the state dispensation men would have had to be employed, he decided, did not alter the situation in the Aluminum Company case, since men had never been employed on the operation under consideration and had not established a rate of pay for the job higher than the rate which was being paid to the women .

The referee recommended a compromise, and the NWLB ordered a retroactive bonus of 7 cents an hour for women employees who worked on the night shift between November 23, 1942, when operation on that shift began, and September 28, 1943, the date of the board's order. The bonus for this interval was compensation for the women who, when they undertook the third-shift work, had expected to be paid a higher rate than they received.

DIFFERENTIAL FOR REST PERIODS

Rest periods for women as a reason for a differential in pay entered into a case between the Bendix Products Division of Bendix Aviation Corporation at South Bend, Indiana, and CIO's United Automobile Workers. Here there existed three general groups of jobs: (1) jobs on which, by union agreement, both men and women worked and on which differentials, arrived at through contract, amounted to 23-26 cents an hour; (2) jobs for which there were both male and female classifications but on which, by agreement, no females had been employed; and (3) jobs for which no female classifications existed.

The UAW sought equal pay for women, while management wanted to do away with male-female classifications and to revalue the jobs in terms of a common rate and erasure of hiring restrictions, since in the South Bend area women had become practically the only source of labor supply available.

Under the NWLB decision all restrictions on the employment of women workers were to be abolished. In the first two classes of jobs as outlined above, (both including female classifications) the top rate for women was to amount to 10 cents an hour less than the top rate for men. In the third group of jobs, in which no female classifications had existed, the rate for women workers was to be 5 cents less than the rate paid men.

The decision on the third group of jobs was described as a strict interpretation of the equal-pay-for-equal-work policy. The 5-cent differential was allowed because women were given rest periods which amounted to 20 minutes during an 8-hour day, apparently on the assumption that women's production would ipso facto be less than that of the men by an average of 5 cents an hour. The 10-cent differential, for the two groups of jobs in which female classifications had existed, was made up of 5 cents for rest periods and 5 cents allowed because of the long-standing differential which had existed between men and women on the jobs in which both had been employed. In a number of decisions, the WLB has shown reluctance to do away with differentials that have come into existence through collective bargaining.

PERMITS BLANKET DIFFERENTIAL

Determining the rate for the job through job evaluation has frequently been suggested by the NLB to companies as a method for determining fair compensation for women who are replacing men or who are put on jobs similar to those usually filled by men. Until rates could be determined through this method, the board at times has sanctioned lower rates for women than for men.

In one instance, at least, the NWLB permitted a blanket differential. This was in the case of the American Can Company, in seven of whose plants on the Pacific coast there were disputes relating to alleged inequalities between the rates for men and women employees. In six plants, the CIO Steelworkers union was involved, in the seventh, AFL Machinists.

The unions wanted elimination of the differentials between the rates paid men and women employees and a general increase in rates. The company which had spent two and a half years on a job analysis contended during mediation proceedings that this survey, when completed and accepted by the unions, would serve to eliminate all inequalities that might exist between men and women who were doing equal work.

The NLB followed majority panel recommendations to dispose of the disputes. Agreement was reached, between the company and the CIO union in the six plants, which included a provision that base pay in the plants was to be 80 cents an hour for men, 70 cents for women. This represented increases of from 2½ to 7½ cents for men and a raise of 2½ cents for women.

Jobs were divided into three categories. First, there were those which had been established as female jobs, but on which both males and females had been employed; according to the agreement, the female rate would continue to prevail for females. Second, there were jobs in which females replaced males but in which women's production was less than that of men. If the performance of the females was more than 50% of and less than 100% of the performance of the males, a differential of one-half the male-female factory differential was to be deducted from the male rate while the female was working on the job. The third class embraced jobs on which women replaced men and fully performed all the work previously performed by males. Here, women were to be paid the full male rates.

The job analysis which management had under way was to be completed and submitted to the union for acceptance and approval. The agreement in the case of the San Francisco plant, where the AFL union was bargaining agent, was similar.

MEN ON WOMEN'S JOBS

Men working alongside women on "women's jobs," such as those included in the first group of jobs described in the American Can instance, have presented a problem in a number of companies. The work may not have been formally classified as a "woman's job," but the job may be one which in the industry is usually filled by a woman or which at one time has been filled by a woman. For some reason, men have been put on the job and receive a higher hourly rate than the women who work beside them.

Punch presses in one eastern factory, for example, once were operated entirely by women, since the work was comparatively light. During the depression, however, when personnel had to be laid off, a few men who were employed in departments which had to be contracted and whom the company wished to retain were put in the punch press department replacing women at the heavier presses. The men's rates,

however, were not reduced to the rates received by women for the job. In effect, the men were overpaid. At the beginning of the present war a few men were still in the punch press department. As the equal-pay-for-equal-work policy gained adherents, workers in the plant urged that the rates of the women in the punch press department, who outnumbered the men there nearly ten to one, be brought up to the rates being paid the men.

In cases of this sort which have reached it, the WLB apparently has applied a rate-for-the-job measure. If the work has been established as a "woman's job," classified thus because of work characteristics, interpretation of the equal-pay policy does not mean that the rate received by women shall be raised to meet rates received by individuals who are receiving more than they should be paid for the job.

Remarks of the referee in a case involving an Armstrong Cork Company plant at Millville, New Jersey, and a CIO local of Glass, Ceramic and Silica Sand Workers are pertinent in this connection. In this company, men were being employed as sorters and packers in January, 1941, at a going rate of 67½ cents an hour. In April of that year there was a reduction to 60 cents, to which the union agreed voluntarily, as a temporary "off rate" while women were being introduced on the work.

Among other demands of the union in a dispute which came before a referee who made his recommendations to the NWLB early in 1945 were that there be a wage increase of 18 cents an hour for sorters and packers and that female employees who performed substantially the same work as male employees receive the same rates of pay.

The referee recommended a 7½-cent hourly increase for male employees who had continued on the job of sorting and packing, but denied an increase to the women. This was not inconsistent with full acceptance of the principle of equal pay for equal work, he explained, because sorting and packing were considered to be "essentially lower-paid female work in the industry." This was amply supported, he indicated, by data in the company's brief and also by the fact that the union had voluntarily agreed to reduce the rates to be paid male sorters and packers in 1941. To insist that the female rate be upgraded to a temporary male rate would not be "a proper application of the principle of equal pay and would place the company at an indefensible earnings disadvantage." One reason for the raise in the case of male workers was to increase the tempo of conversion in the future to female employees.

"HISTORICAL" DIFFERENTIALS

In the opinion which accompanied the directive order of the NWLB in the case of the rotary cut box shook industry early in December, 1945, the writer expatiated on the board's equal-pay-for - equal-work doctrine. In this order, the board set aside a decision of one of its lower tribunals, the West Coast Lumber Commission, which had granted increases to men and women workers that wiped out a 5-cent differential between their hourly rates. In erasing this differential, the board pointed out, the commission had not taken into consideration differences in job classifications.

Chairman Davis of the NWLB had discussed these distinctions in a letter to the Secretary of Labor dated June 4, 1945. When women were employed to replace men and the jobs were changed in some respect--for example, if helpers were employed to do heavy lifting--a study of job content and job evaluation should afford the basis for setting proportionate rates for proportionate work. The question of

whether or how far the newly arranged job was of equal quantity and quality with the old job required "a reasonable determination by collective bargaining or arbitration."

Where men and women were working on the same job and women were producing the same quality and quantity of work, they were to receive equal pay. But where women had historically performed a certain job, Chairman Davis explained:

> We have found from experience that there has been some tendency to abuse this rule of equal pay for equal work. This refers particularly to job classifications to which only women have been assigned in the past. The rates for such jobs, especially when developed by collective bargaining, are presumed to be correct in relation to other jobs in the plant.
>
> Whether a job is performed by men or women, there may be a dispute over the correctness of its wage rate in relation to rates for other jobs in the same plant. These are so-called intra-plant inequality cases. Their determination should not be related to the "equal pay for equal work" question; they should be determined on the basis of maintaining or developing a proper balance of wage rates for various jobs based upon job evaluation.

Thus where women have traditionally done a given job, the attendant rate is assumed to represent the value of the job and to be just, especially if established by collective bargaining. Disputes regarding such differentials fall in the same class as any other disputes about intra-plant differentials.

HIGHER RATES IN OTHER PLANTS

The fact that women are doing work in one plant at a lesser rate than men are paid for similar work in another plant does not demonstrate inequality in pay, according to the board's interpretation. In the letter to the Secretary of Labor previously referred to, Chairman Davis wrote:

> We have even seen instances in which the workers have demanded, or the employers have proposed, that the wages being paid to women in one plant should be increased on the ground that in some other plant similar work is being done by men at a higher wage. Such proposals tend to overlook the fact that wages paid to men in the same occupations generally vary from plant to plant. In such cases, the question whether the work is done by men or women is irrelevant. The claims for increased wages immediately reduces itself to a simple question of different wage rates for the same work in different plants. Inter-plant inequalities in wage rates are quite common in American industry, and often well-established. They afford a basis for a wage increase only in very exceptional cases. If the inter-plant inequality is in fact one that should be corrected at all, its correction is independent of any question of men and women workers.

The board (in a directive order dated December 10, 1945) set aside an award of the West Coast Lumber Commission in the case of the Spokane, Washington, Detail and S took Shops and (in a directive order dated December 18, 1945) failed to approve an order which the commission had issued in a case involving the Diamond Match Company of Spokane. In both these cases, the commission had erred, according to the NWLB, by ordering increases in the rates of pay of women because men were being paid more for similar work in other plants. The following is quoted from the directive issued in the case of the Spokane Detail and Stock Shops:

It is fundamental that the "equal pay for equal work" doctrine is intended to correct unfair wage discriminations, based upon sex, existing within a given plant. (Italics ours.)

In all the cases cited in this article, there have been issues other than that of wage rates for women, and the full texts of the decisions should be studied to see the determinations relative to female pay in their proper relationships.

Geneva Seybold
Management Research Division

U.S.Department of Labor
WOMEN'S BUREAU
Washington

February 21, 1944

SUGGESTED STANDARDS

1. General.

It is mutually agreed between the Company and the union that no discrimination based on sex or marital status shall be practiced or permitted. O.K

2. No sex differential in wage rates.

Wage rates established under this contract shall be set by the job not by the sex of the worker. Jobs or departments shall not be designated by sex, as "male" or "female" jobs, or "men's" or "women's" departments, or by any other wording with a similar meaning and effect. All previously existing sex classifications shall be eliminated.

Wage rates and job classifications shall be based on job content. (a) Where jobs within the same general category vary in responsibility, difficulty or skill, those which involve the greater responsibility, etc., shall be classified as class "1" and those with lesser responsibility, etc., shall be classified as class "2". The proper classification shall be applied to individual workers without regard to sex. (b) On any job in which no such differences or gradations exist, a single classification shall be established with uniform application to all workers.

The starting rate shall be the same for all experienced and inexperienced workers irrespective of sex. The automatic progression schedule applicable during the training period shall likewise be the same for all workers.

3. Rest periods.

In addition to a regularly-scheduled lunch period, each employee covered by this agreement shall be given two ~~regularly scheduled~~ 10-minute rest periods on each workday, each of which shall occur approximately midway in a half day's work. During such periods the employee shall be free to leave his work place. Such rest periods shall be paid for at the employee's regular rate and shall not result in lengthening his overall workday.

4. Lunch periods.

~~In addition to two regularly scheduled daily rest periods,~~ every employee shall be given a regularly designated lunch period which shall occur not more than 5 hours from the beginning of the employee's workday. ~~Such lunch period shall be 1 hour in length if food service is not available on the employer's premises, otherwise it shall be 30 minutes.~~ A lunch period of 30 minutes shall be paid for. No employee shall be required to remain at his work place, during his lunch period, or to perform any duties connected with his employment.

5. Maternity leave.

Pregnancy shall not be cause for dismissal

No woman employee shall be dismissed for pregnancy alone. If the work in which she is customarily engaged is rendered difficult or dangerous because of her condition, on written statement of her physician, the company shall transfer her to suitable work ~~with no reduction in pay.~~

Any woman employee shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and two months after delivery. Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

No 2 Leaflet

6. Seniority

Women entering employment during the war period shall accumulate seniority in the same manner as (male) employees hired prior to the war period, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which such women are employed, women employed during the war period shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women employed during the war period are available for assignment to jobs in other departments in the plant.

Suitable

Guidance Committee.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

February 19, 1944

SOME POINTS TO CONSIDER IN DRAFTING STANDARDS FOR CONTRACTS

1. "No discrimination" provisions

A. Value

1. In showing intent of the parties
2. As an "all-inclusive provision
   (a) Does it Eliminate need for special provisions prohibiting discrimination against women
      (1) In wage rates
      (2) In seniority
   (b) Would "no discrimination" clause plus definition of employee eliminate need for such special provisions.

B. Contents.

1. Reference to marital status as well as sex
2. Desirability of prohibiting discrimination by the union as well as the company

2. Wage rate provisions

A. Inadequacy of usual "equal pay" provisions

1. "Equal pay" applies only where women work on so-called "men's jobs"
2. Difficulty of determining whether work is "equal"
3. W. L. B. formulat also unsatisfactory; "work of comparable quantity and quality on comparable operations."

B. Advantages of setting rate by the job

1. Applies to every worker on the job, whether man or woman
2. Helps to obtain a fair rate for jobs on which women only are employed, as well as those employing both sexes.

C. Provision for equality in starting rate and in automatic progression policy

D. Other considerations

1. Desirability of including express prohibition against sex differential
2. Desirability of stating how jobs shall be classified

3. Rest periods

A. Application
   (1) Men and women
   (2) Women only

B. Timing
(1) Occur at same time for all, or staggered
(2) Related to overall day, part days, shifts
(3) Relation to time on shift
(a) During shift
(b) Midway in each shift
(3) After stated number of hours of continuous work:

C. Length
(1) In minutes

D. Pay
(1) "With pay" not adequate because possible differential. (2) On company's time Would substitute for "no lengthening of workday"

4. Lunch period

A. Regularity
(1) Occurring at same hour each day
(2) Same hour for all employees or individual variations

B. Relation to
(1) Rest periods
(2) Total hours worked
(3) Beginning of workday

C. Length
(1) Definite
To be determined in advance of contract after consideration of plant food facilities
(2) Minimum not less than
(3) What length recommended
of

D. Extent/employee's freedom during lunch period
(1) Not required to work
(2) Not permitted to work
(3) Not required to stay at workplace
(4) Free to leave premises

E. Pay
(1) Recommended in any case
(2) Only for short lunch period

5. Maternity

A. Pregnancy not grounds for dismissal
(1) Other standards
(a) Assign to lighter work

B. Circumstances entitling worker to take maternity leave
(1) Any pregnancy
(2) Pregnancy subsequent to employment
(3) Marital status
(4) Length of service with company

C. What proof of pregnancy
(1) Written statement of worker
(2) Doctor's certificate
(a) Plant doctor
(b) Worker's doctor
(3) Requirement of certificate

D. Effect of maternity leave on worker's rights
(1) With pay during absence
(2) Seniority
(a) Maintain status quo
(b) Accumulate during absence
(3) Effect if no childbirth occurs

E. Right of reinstatement
(1) Same job
(2) Better job due to accumulated seniority
(3) Worker should not be assigned job for which not trained
(4) Wage rates
(a) Should be not less than before
(b) Possibility of rate changes during absence

6. Seniority

A. Desirability of provision prohibiting discrimination against women
(1) Some contracts limit women's seniority rights
(a) To other women
(b) To the war period
(c) To the department in which they are employed
(2) Other contracts limit seniority rights of all persons hired during war period, thus particularly affecting women without expressly mentioning them.

B. Contents of such provision
(1) Coverage
(a) All women
(b) Women hired during the war period
(c) All employees regardless of sex
(2) Plant-wide seniority desirable
(a) Permits transfer where work slows up in one department
(b) Facilitates upgrading and promotion
(3) Security of employment in post-war period
(a) Guarantee for women war workers as compared with new employees
(b) Should priority rights of returning service men and women be expressly stated?

Discussion

Spring, Bagwell O'Connor. Feb 22 '44.

1. Contract wtl "equal pay" clause. WLB issue = equal pay.

2. Contract rpt for approval. Contract questions not answered.

3. Sched. 7. Women inspectors issue "equal pay" i.e., reclassification

4. Sched. 9.

5. Sched's 8 & 9 same local; diff. plants.

6. Under Q. 9, p. 2, get union attitude toward post-war employment of women.

7. Q. 6, p. 5, if 3 shifts in plant, check "3" but not 1 + 2.

8. p. 6. Q. 4. Negotiation of contract. Omit 4. →

9. Combine 5 + 6, p. 6. Issues only.

angers

February 7, 1944

Mrs. Agnes J. O'Connor
General Delivery
South Bend, Indiana

Dear Mrs. O'Connor:

As requested in your letter of February 2, we are enclosing two copies each of brief digests of three contracts from the B.L.S. files, as follows:

Magnavox Company, Fort Wayne, Indiana, & UE-CIO Local 910.
Chicago Telephone Supply Company, Elkhart, Indiana, & UA-CIO Local 941.
Godfrey Conveyor Company, Elkhart, Indiana, and IAm, A. F. of L. Local 163.

The contract for Bendix Home Appliances, South Bend, Indiana, and UA-CIO Local 9, is listed in the B.L.S. but they were unable to locate it. They have promised to notify us as soon as it turns up.

Sincerely yours,

Enclosures
2

Mary Anderson, Director

B. L. S. Contract
Copied February 7, 1944

Magnavox Company, Inc., Fort Wayne, Indiana, and United Electrical Radio and Machine Workers, CIO, Local 910.

Date effective: March 1, 1943. Supplement July 21, 1943.

Period covered: Until March 1, 1944 and thereafter from year to year unless terminated by 60 days' written notice.

Starting rates: Apparently, none set.

Automatic progression policy: None outlined.

Equal pay: The principle of equal pay for equal work shall apply, regardless of sex, race, color, creed or political belief. Women assigned to men's jobs shall receive the rates of pay equal to those received by men on those jobs. Men's jobs shall not be broken down or classified or valued for the purpose of establishing any sex differentials of any nature whatsoever. If men's jobs are broken down, they shall be valued [illegible] on the basis of men's rates of pay. Women employees shall be given an opportunity to train or otherwise qualify for men's jobs before any new women are hired for such jobs.

Seniority: No special provisions for women only.

Rest periods: There shall be a rest period each day from 9:30 A.M. to 9:38 A.M. and from 2:00 P.M. to 2:07 P.M. Rest periods for night shift employees will be mutually agreed upon.

Lunch periods: No provision.

Leave of absence: No provision.

Godfrey Conveyor Company, Elkhart, Indiana, and International Association of Machinists, A.F. of L., Local 163.

Contract effective: July 18, 1941.

Duration: July 18, 1942 and from year to year unless notice given in writing 30 days prior to expiration date.

Starting rate: None listed.

Progression policy: "Apprentice regulations" given but no mention of women.

Equal pay: No equal pay clause.

Seniority: No special provision for women.

Rest periods: No provision.

Lunch periods: " "

Leave of absence: Military service and for other valid reasons. No time limit specified.

Chicago Telephone & Supply Company, Elkhart, Indiana, and International Association of Machinists, A.F. of L., Local 941.

Contracts dated: November 24, 1942.
Supplement (job and rate sheet), January 30, 1943.

Period covered: One year, with automatic renewal from year to year unless either party gives the other 30 days(notice in writing.

Starting rate: Section 1. The minimum hiring rate for female employees shall be $.70 per hour.
Section 2. The minimum hiring rate for female employees shall be $.55 per hour.

Automatic progression: No provision.

Equal pay: None except Art. VI, Sec. 4. "Like work shall receive like pay."

Seniority: No provisions with special application to women.

Rest periods: Apparently no provision.

Lunch periods: Apparently no provision.

Leave of absence: Article VIII, Sec. 3A. Upon application, leave of absence shall be granted to employees upon the discretion of the Company and the Union. Such leave not to exceed six (6) months with one six (6) months' extension privilege. During such leave of absence, seniority is not accumulated.

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3—If your family includes a child under 17 years, or
If you are expecting a child shortly, or
If there is no child but the family includes an aged or incapacitated adult.
A limited number of single or unattached men may also be given consideration.

4—If you have to travel an unreasonable distance to work, or
If you moved to Calumet Area since July, 1941, and your housing is inadequate, or
If you pay more than 50 cents round trip per day for transportation.

5—If you are an honorably discharged war veteran engaged in war work, or disabled in the present war and that disability prevents you from doing war work.

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YOUR FAMILY IS ELIGIBLE TO APPLY

1—If you are a citizen of the United States.

2—If a member of your family is employed in war industry or a Government Agency located in the Calumet Area (generally south of 82nd Street).

3—If your family includes a child under 17 years, or
If you are expecting a child shortly, or
If there is no child but the family includes an aged or incapacitated adult.
A limited number of single or unattached men may also be given consideration.

4—If you have to travel an unreasonable distance to work, or
If you moved to Calumet Area since July, 1941, and your housing is inadequate, or
If you pay more than 50 cents round trip per day for transportation.

5—If you are an honorably discharged war veteran engaged in war work, or disabled in the present war and that disability prevents you from doing war work.

Apply now for a home in Altgeld Gardens.

If you are in doubt as to your eligibility come to our Application Office or call Oakland 6441.

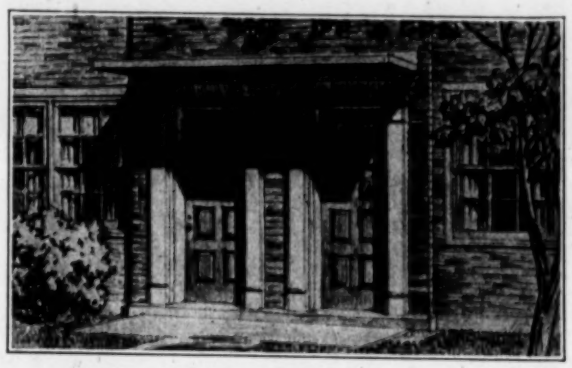
The attached card is for your convenience. Fill it out, and mail it to us.

This Is An Application For

Altgeld Gardens

AT

130th Street and Ellis Avenue



A Modern Community For War Workers

OPERATED BY THE

Chicago Housing Authority

5-44 501

1,500 HOMES FOR WAR WORKERS

Altgeld Gardens

130th STREET AND ELLIS AVENUE



MODERN HOMES . . .

Comfortable, airy homes with plenty sunlight; fully equipped kitchens. **Heat, hot and cold water, electricity and gas included in the rents.**

SPACIOUS LAWNS AND MEADOWS . . .

Broad lawns facing graceful, curving streets—each house to have its own backyard. Plenty of room for children to romp and play. Recreational facilities for all. Outdoor sitting areas with shade trees for older folks. Buildings are designed with attractive courtyards.

CONVENIENT TRANSPORTATION . . .

Either by train or bus there is convenient transportation to all parts of the city. The Office of Defense Transportation is cooperating in securing adequate transportation.

RENTS TO FIT YOUR BUDGET . . .

EVERYDAY SHOPPING NEEDS . . .

All your shopping near your home. Plans are under way for Grocery and Drug store, Barber shop, Doctor and Dentist offices, Movies, and many other facilities.

SCHOOLS FOR ALL AGES . . .

An Elementary, Junior High and High School is being planned by the Chicago Board of Education in the Altgeld Gardens.

COMMUNITY CENTER . . .

Large community center will have auditorium, nursery, social rooms, health services and library. Ideal for small or large group or club meetings, dancing, social affairs, and theatrical performances.

FACILITIES FOR RELIGIOUS WORSHIP . . .

RECREATION . . . . Large athletic field with facilities for outdoor sports. . . . Complete playground equipment in special play areas . . . spray pools, sand boxes and tot-yards for the youngsters.



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HOW TO APPLY: Detach and fill out this card and mail it or bring it in yourself to our application office. You may phone us at OAKland 6441 if you wish.

(Detach Here)

OFFICE HOURS: 9 a.m. to 5 p.m., Monday through Saturday.

ALTGELD GARDENS
APPLICATION OFFICE

Date_____ 194__

Gentlemen: Please enter my application for an apartment in Altgeld Gardens.

Name_____

There are____ adults and____ children in my family. Age of youngest child____

Address_____ Phone_____

Employed at_____

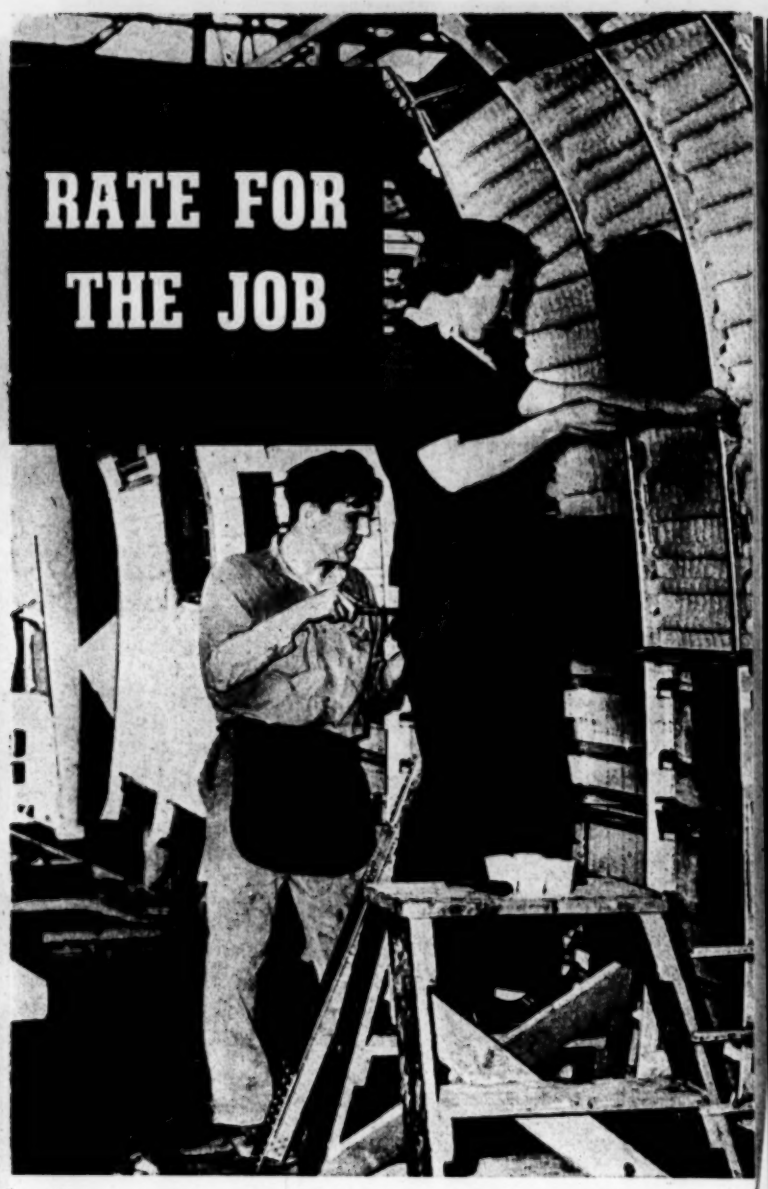
Address_____

I or an adult member of my family will call in person at your office at_____ o'clock on (date) _____, 194__.

(Note to person making application: if an adult in your family cannot come to the Application Office during regular hours, fill out the following blank.)

The only time an adult member of my family can come to Application Office is_____

RATE FOR THE JOB



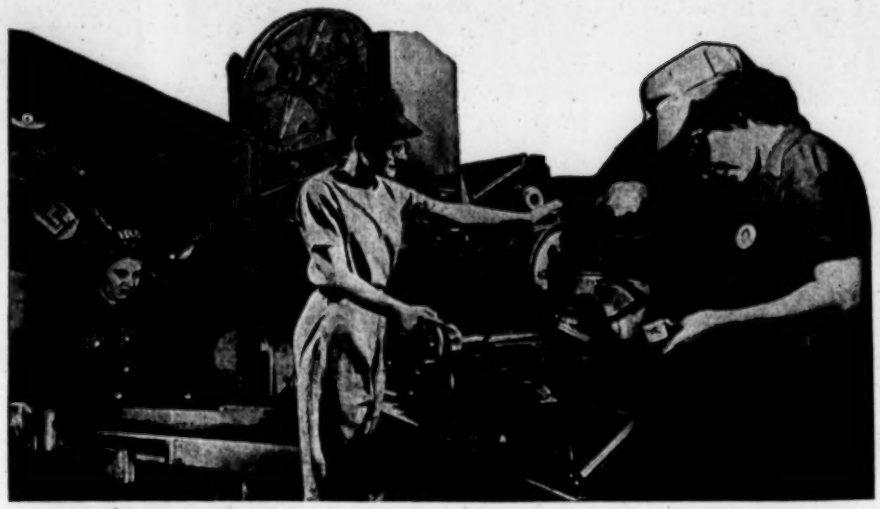
UNION PRACTICES AND PROGRAMS

No. 2 Union Series 1945

WOMEN'S BUREAU
UNITED STATES
DEPARTMENT OF LABOR

UNION PRACTICES AND PROGRAMS

Women DO THE JOB!



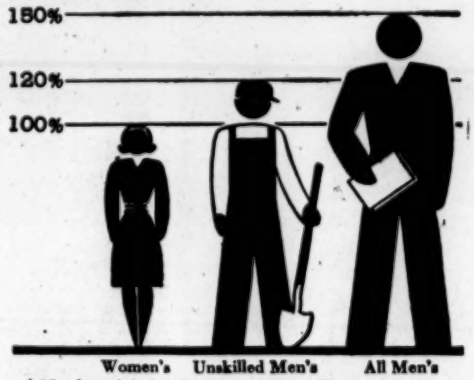
WOMEN WORKERS have, during the war period, proven without question that they can perform almost every kind of job.

WITHOUT WOMEN'S WORK the job of making the ships, planes, tanks, and munitions needed to win the war could not have been done.

WOMEN IN UNIONS have increased in number from about 800,000 before the war to around 3,000,000 during the war period. They have wholeheartedly supported their unions in the patriotic effort to prevent strikes and to keep the production lines moving.

ARE THEY PAID ACCORDINGLY?

Comparison of men's and women's average hourly earnings in manufacturing industries.*



* 25 selected industries reported by National Industrial Conference Board. Includes premium overtime rates.

Studies in 1944 covering 25 industries show:

Men's average hourly earnings were 50 percent higher than those of women.

Men's average hourly earnings on *unskilled jobs* were 20 percent higher than women's.

The Women's Bureau study shows:

Unions have made great progress in seeing that women were paid the rate for the job and that other types of discrimination were abolished.

There are still instances of several types of discrimination practiced—separate male and female job classifications, unequal opportunity for upgrading and promotion, and lower entrance rates for women.

Women want the RATE for the JOB not "FEMALE" RATES! ★

THE WOMEN'S BUREAU STUDY SHOWS—

What Unions Are Doing To Make the Equal-Pay Principle Effective

1. Unions have made great progress during the war period in securing the rate for the job for both men and women workers.

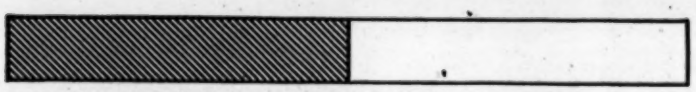
2. All international unions surveyed subscribe to the policy of rate for the job and during the war period have given increasing attention to implementing this policy.

3. They have largely abolished male and female classifications. In some industries where establishment of female classifications was due to historical discrimination against women the gap between men's and women's rates has been reduced. In many instances it was not possible to close it due to wartime wage stabilization which has not allowed increases in wages if they increased cost of production.

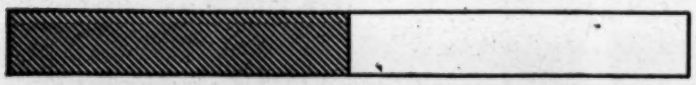
4. Some unions have always maintained the rate for the job; others which have women members in large numbers for the first time have adopted the policy and accomplished much in getting this policy put into effect.

5. In numbers of outstanding equal-pay cases where the differential was based on sex rather than job content, unions have been able to secure War Labor Board orders which have brought women's rates up to those for men.

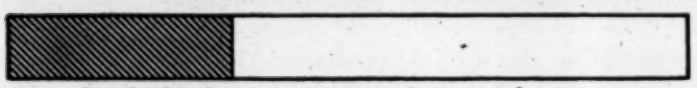
Of 80 Union Contracts, Covering 75,000 Women:



One-half had equal pay provided in the contract



One-half had same automatic progression for men and women



One-third had same entrance rate for men and women

Of the Contracts Which Had Equal-Pay Clauses:

One-half had the same automatic progression for men and women.

One-half had the same entrance rates for inexperienced men and women.

Of the Local Union Plant Units:

In one-half women said that not all women were given the same opportunity for upgrading and promotion that men were.

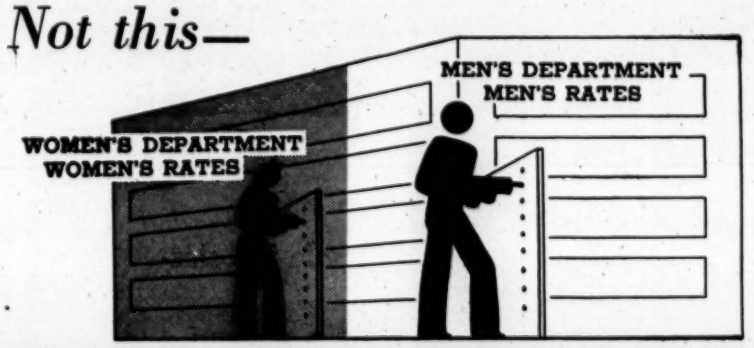
Problems of Discrimination

Although the principle of equal pay may have been established by an equal-pay clause in the contract this is not sufficient to prevent discrimination entirely.

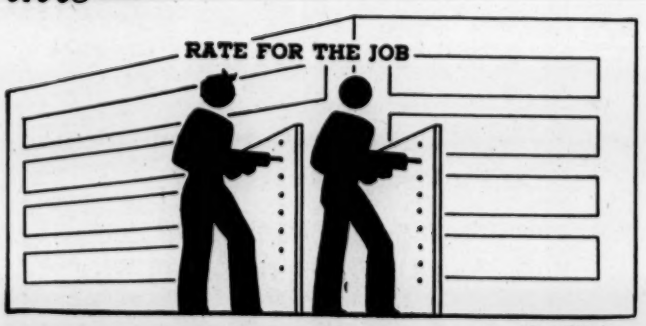
To make equal pay a reality it is necessary to establish the *rate for the job* and to see that whoever does the job gets the job rate. Discriminatory practices include:

1. Lower entrance rates for inexperienced women.
2. Unequal automatic progression—sex differential in rates from entrance to base rate.
3. Women not given the same opportunity as men for upgrading and promotions.
4. Break-down of jobs which increases production and lowers cost but results in lowering rates and thereby undermining the rate for the job policy.
5. Lower rates for women working in women's departments on jobs as skilled as many of the men's jobs.

Not this—



But this—



16—44632-1

Women want the RATE for the JOB not "FEMALE" RATES! ★

Action Needed

TO SECURE THE RATE FOR THE JOB

To secure equal pay—

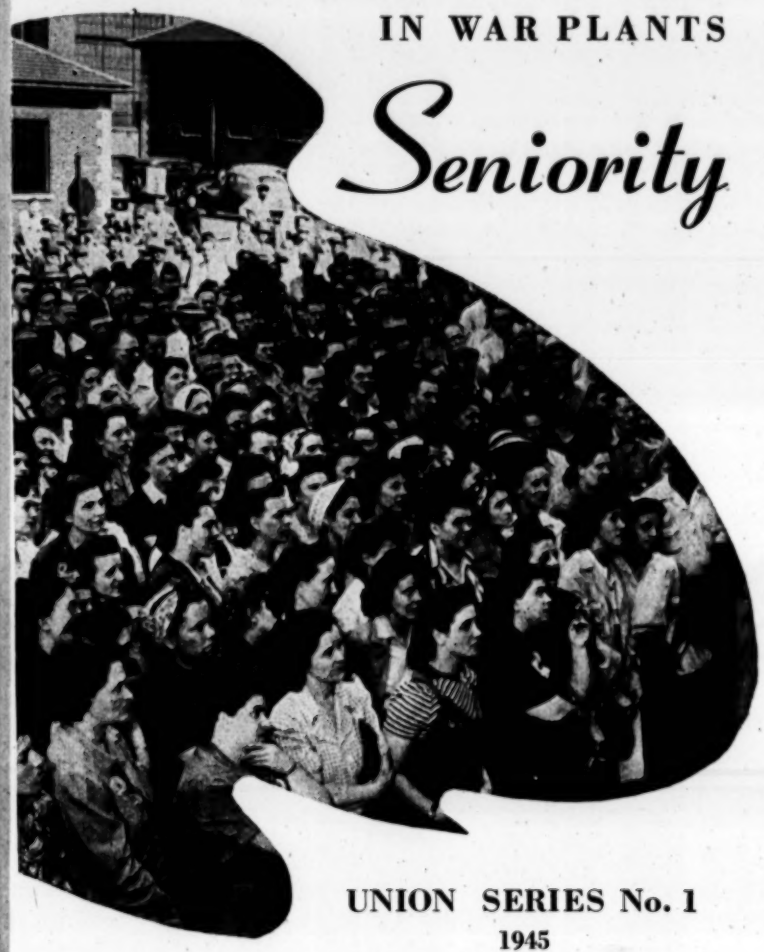
1. Eliminate male and female job classifications.
2. Establish the *rate for the job* in principle and in practice.
3. Gain for women equal opportunities with men for upgrading and promotions.
4. Press grievance cases to accomplish these things.
5. See that good equal-pay and minimum-wage laws are passed in every State.

14,000,000 Men and Women in Unions Can Accomplish These Things!

U. S. GOVERNMENT PRINTING OFFICE 16—44632-1

STATUS OF WOMEN IN UNIONS
IN WAR PLANTS

Seniority



UNION SERIES No. 1

1945

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

WHY SENIORITY IS IMPORTANT TO WOMEN

What Seniority Is and What It Does

Seniority is a system primarily for protecting the job rights of workers according to the length of employment.

Seniority aims to prevent discrimination and favoritism in lay-offs, promotions, upgrading, transfers, and rehiring.

A worker gains greater job security as his length of service increases.

Seniority is advantageous to employers as well as workers because it reduces turn-over, it keeps the most experienced workers on the job, and it lessens friction between workers and foremen.

Seniority cannot by itself create or guarantee jobs. But it is of the greatest importance to workers when unemployment is increasing. In the operation of general seniority provisions women may be at a disadvantage in a particular lay-off owing to their shorter period of service. However, without seniority they have no protection against discrimination based on sex.

Seniority is currently very important to the large numbers of women in the war industries where the cutbacks have already begun to take place.

Women's Employment

The number of employed women increased 6,500,000 from April 1940 to April 1945.

Women in Unions

Of the 2,000,000 who have gone into war plants, large numbers have joined unions as new members.

Some of these women gained security of employment on an equal basis with men—others did not. They requested from the Women's Bureau information which would be helpful to them in their efforts to secure better job protection.

Women's Bureau Study

The Women's Bureau interviewed representatives of A. F. of L. and C. I. O. unions with membership of about 200,000, of whom 75,000 were women, in a large war industry area in the Midwest, to secure facts on the union status, benefits, and problems of women in unions.

Information was collected by examination of union contracts, and by interviews with representatives of international unions and officers and women members of local unions.

WHAT U. S. WOMEN'S BUREAU STUDY SHOWS

Unions Make Gains for Women Members

● Do Women Secure Equal Seniority Rights With Men Through the Union Contract?

In over *four-fifths* of the contracts the *same seniority rights* for men and women had been secured.

In only *one-fifth* of the contracts *separate seniority lists* for men and women were found.

● Are Married Women Discriminated Against in the Union Contract?

Only 2 of 92 contracts provided for discriminatory lay-off of married women.

● Do Women Expect Special Adjustment of Seniority Provisions For Women?

The majority of women did not want to have special privileges.

But the majority *did* want the same seniority protection that men have so that they might expect fair treatment and not be discriminated against because of sex.

● Will Women's Jobs Be Protected By Seniority After the War?

Men and women officers and leaders in most local unions said—

Women will have equal protection with men. This is provided in the union contract.

The Union will stand back of straight seniority for both men and women.

However, in many local unions, officers pointed out that—

The majority of women and newly employed men will be laid off when the cutbacks come because they have not accumulated enough seniority to retain their jobs as plants reduce production and return to one shift instead of two or three.

Union Women Help Secure Seniority Rights

● Where women are active and hold responsible positions in the union they gain better seniority protection.

In plants where *no* women were on the bargaining, grievance, or shop committee, separate seniority, discriminatory against women, was found in three-fourths of the contracts.

● Women serving on committees, as shop stewards, officers, and executive board members in one large international union, secured:

1. Recognition by the entire membership of the contribution women themselves had made toward strengthening the union and securing a better seniority system for all members.

2. Adoption of policies by their international unions of the same seniority rights for men and women through including in all contracts a general nondiscrimination clause which prevents sex discrimination.

● Women members in one large international union held a national conference to consider special problems of women. They recommended that their international union executive board:

1. Take action to help local unions to abolish any existing discriminatory provisions in contracts governing promotion, upgrading, transfer, lay-off, and rehiring of women workers.

2. Refuse to approve new contracts which permit unjust treatment of women.

Union Members say:

WOMEN MEMBERS CAN HELP TO SECURE ADDITIONAL GAINS

Women can be more active in their unjons. . . They can attend union meetings. . . They can help union members, men and women, to understand that gaining better conditions depends on having the full support of *all* members—and that to gain the full support of *all*, contract provisions should apply to *all*. . .

Union women can see that the best women representatives run for office and serve on committees. . . They can see that special problems of women get attention in their local unions. . . They can ask their State and city organizing committees to launch organizing drives in the service trades where many women will be seeking employment after the war.

16—45268-1

Seniority Clauses in Union Contracts

The majority of union contract clauses do not discriminate against women. Some, however, limit women's rights to bid on men's jobs to the period of emergency or provide that women shall be laid off first or shall "not have the right to bump any male operator" when the manpower shortage no longer exists.

The Women's Bureau has consulted with union representatives of many of the unions that have a large woman membership in regard to what kind of guarantee can be included in the union contract to prevent this kind of discrimination against women.

Two large international unions recommend to their local unions, in addition to the general seniority provisions which apply to men and women alike, general nondiscrimination clauses.

Sample Contract Clauses Recommended by International Unions

"The company agrees that it will not discriminate in the hiring of employees or in their training, upgrading, promotion, transfer, lay-off, discipline, discharge, or otherwise, because of race, creed, color, national origin, political affiliation, sex or marital status."

"The company's employment policy shall provide for its employees equality of opportunity, regardless of race, color, creed, sex, political affiliation or marital status and shall not show partiality or grant any special favors to any employee or group of employees."

"There shall be no discrimination in the wages, hours, or other terms and conditions of employment, based on sex or marital status."

16—45268-1 GPO

Union Provisions for Maternity Leave for Women Members



No. 3—Union Series
1945

U. S. DEPARTMENT OF LABOR
Frances Perkins, *Secretary*
WOMEN'S BUREAU
Frieda S. Miller, *Director*

Have War Industry Unions Secured Maternity Leave for Women Members?

A Study Made by the Women's Bureau in War Industry Unions in a Midwest Area Shows:

Only 5 out of 92 contracts had specific maternity-leave provisions.

Length of leave—

Varied according to individual need.
Usual maximum—1 year.

Over two-thirds of the contracts had provisions for illness or other good cause, but there was no contract guarantee that these provisions could cover maternity.

In most local unions no attention had been given to this question, and in some plants women were discharged when pregnancy became known.

A Maternity Clause in Your Union Contract? A Wise Maternity Policy in Your Plant?

Unions Recognizing the Need for Contract Provisions and Making Demands for Good Plant Policies

Many union representatives have expressed interest in securing protection for their women members, indicating that they intend to request maternity-leave clauses in new contracts and sound plant policies in the future.

The United Electrical Workers of America, C. I. O., which has over 200,000 women members, has as its present policy the inclusion of maternity clauses in all new contracts.

The United Automobile Workers, C. I. O., has recommended to its locals model maternity contract clauses which will safeguard the woman's health and her job.

The Need—

1. **To protect the health of the mother and child.**
2. **To protect the expectant mother against discharge and to protect her right to return to her job.**
3. **To see that women retain their seniority and are not penalized when they have babies.**
4. **To see that there is a good maternity policy in every plant where women are employed.**

What Women Can Do—

1. **Read your union contract and know what is in it.**
2. **Talk with your union officers—if there is no maternity clause in your contract—about getting one in the next contract.**
3. **Ask your bargaining committee to request the company to adopt a sound maternity policy in the plant.**
4. **Be willing to accept responsibility and encourage your fellow women workers to serve on committees or to run for office so that these and other women's problems can be presented by women.**

A Maternity Clause in Your Union Contract? A Wise Maternity Policy in Your Plant?

What the Women's Bureau Recommends

Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and 2 months after delivery. Additional leave up to a total of 1 year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of 1 year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

U. S. GOVERNMENT PRINTING OFFICE 16—43507-2

Preliminary - Confidential

Women's Bureau, U. S. Department of Labor

(in 1944)

Survey of Women in Labor Unions in A Midwest War Industry Area

Local unions covered in the survey

A. F. of L.	51
C. I. O.	30
Total . ..	81

Number of union members represented
Total - 200,000 Women - 75,000

Number of plants organized in the 81 locals - 92

Location of unions - Illinois, Indiana and Wisconsin

Industries Covered

Aircraft and parts
Automobile and equipment
Boats
Canvas products
Electrical products
Iron and Steel
Machinery, other than electrical
Motorcyles
Nonferrous metal
Ordnance
Rope
Rubber-Products

Women's Membership in Unions Surveyed

Proportion of total membership

(In 1/3 of locals - less than one-fourth
(In 1/3 of locals - one-fourth to one-half
(In 1/3 of locals - one-half or over one-half

Length of time women have been in unions

In over half of the local unions women have become members of the local for the first time during the war period.

In 4 locals women had been member over 10 years

Equal Pay Clauses in Contract and Other Wage Provisions

Of 42 contracts having equal pay clause
(1/3) 19 had jobs and rates listed by sex
(1/2) 22 did not have same beginning rate for inexperienced men and women
4 did not have same automatic progression (from entrance to top rate of progression)
(1/2) 23 did have same auto. prog.

Of 87 plants reported on -
In '43, women reported that some women were kept on lower paying jobs longer than men.

Women's Participation in Union Affairs

Of 92 plants - (Supp. covers)

Women were on bargaining grievance, or shop committee in 34 plants.

Women were on no committees in 9 plants.

Plant Committees on Which Women Served

Number of locals	
22	- Bargaining Committee
12	- Grievance Committee
5	- Bargaining and Grievance Committee
71	- Shop Stewards
16	- Labor Management Committee
4	- Shop Committee
1	- Safety Committee
1	- Shop Activity Committee
1	- Red Cross Committee
1	- Entertainment Committee

Offices Held By Women in Local Unions *

President	4
Vice President	4
Financial Secretary (or Financial Sec'y-Treas.)	14
Recording Secretary	15
Trustee	12
Guide	4
Sergeant At Arms	2
Business Manager	1
Shop Chairman	1
Executive Board	8
Delegate to City or State body	9
Division Chairman	1
Total	75

* W. in offices in over half of locals (47 locals)

Initiation Fees

Of 81 local unions
47 (58 percent) had $1 or $2 fee or no fee (2 locals)
27 (33 percent) had $3 to $6 fee
7 (9 percent) had $10 to $15 fee

Union Dues

Of 81 locals
53 (66 percent) - $1.00 per month
27 (33 percent) - $1.10 to $2.00 per mo,
1 (1 percent) - $4.35 per month.

Assessments

79 locals had no assessments
1 local had $1.00 assessments (for death fund)
1 local had $1.00 assessments (for organizing)

Boswell

WOMEN'S BUREAU SURVEY OF WOMEN IN UNIONS

April 3, 1945

1. Coverage

		Local Unions	Plant Units	Membership Total	Membership Women
a.	Total number	81	92	200,000	75,000
	CIO	51	58		
	AFL	30	34		

b. Unions

CIO - U.A.W.A.
U.E.R.M.W.A.
U.F.E.M.W.A.
U.S.A.
few { U.M.M.S.W.
few { U.R.W.

A. F. L. - I.A.M.
I.B.E.W.
U.A.W.
Federal
few { Molders
few { Metal Trades Association
few { Luggage workers

c. Geographical area - 3 mid-western States - Ill., Ind., Wis. (one plant was in Ky. just across state line).

d. Industries represented (last ①)

2. Method used

Interviews with regionsal and local union representatives, local union officers and women members.

3. Findings

a. Women's membership in unions surveyed

(1) Women's membership - percentage of total membership

In 1/3 of unions - less than 1/4 of total membership
In 1/3 of unions - 1/4 to 1/2 of total membership
In 1/3 of unions - 1/2 or over half of total membership

(2) Length of time women have been in unions

In over half (57 percent) of the locals, women have become members only since the war began.

In 4 of the unions women have been members as long as 10 or 11 years.

In 63 percent of the locals women have been on production only since the war.

(3) Length of time women on production in normal times
In 25 plants - not on prod (6 were new plants)
" 51 " were " "
Tot 81 { In 17 only a few women
" In 42 (51%) no women or only a few (25+17=42)

b. Initiation Fees and Dues 1/

Initiation fee —
of 81 locals reporting:

47 (or 58%) — $2 or $1 fee or no fee (2 locals)
27 (or 33%) — $3 to $6 fee
7 (or 9%) — $10 or $15 fee

Dues —
of 81 locals reporting:
53 (66%) — $1.00 per month
27 (33%) — $1.10 to $2.00 per month
1 (1%) — $4.35 per month

Method of collecting dues —
of 81 locals reporting:
checkoff — 16 1/
paid to stewards

(2) Assessments

79 locals had no assessments
1 local had $1.00 assessment for death fund
1 local had $1.00 assessment (limited by constitution to $1.00 per year)

(3) Fines

54 (65%) had no fines
21 — had fines varying from 25¢ to $1.00 for non-attendance at meetings, not voting in annual election, etc.

(4) Attendance fines

	Fine	No fine
Where attendance reported good or fair	15	57
Where attendance reported poor	2	24

c. Women's attendance at union meetings —
Only 21 (27%) of the unions reported attendance by women members as good, 31 (40%) reported attendance as fair and 26 (33%) as poor.

Good attendance due to:
1. Items of importance to women to be discussed
2. Because of fine for non-attendance
3. Attendance required

Poor attendance due to:
1. Home duties, too tired
2. No gas
3. General lack of interest on part of all members, men and women.
4. Women not recognized by men

1/ Dues same for men and women in all but 2 locals. In one $1.00 for women and $2.00 for men; in one $3.00 for women and $4.00 for men.

5. Lack of interest due to discrimination in wage rates against women—nothing done by union to prevent it.
6. Fear of disapproval by foreman
7. Time of meeting unsuitable for women (Friday night or Sunday)

d. Program to stimulate women's interest—

Table XVIII

(1) Number locals reporting — 81
No programs 68
Have programs 15
Recreational 7
Servicemen's clubs 5
Special women's meetings 8

e. Participation of women members in union activities—

Table IVe

(1) Women on Bargaining, Grievance or Shop Committees

No. locals — 34 (36%) In 9 plants w. on no cons. plant units / " " 19 " " " " Tot 92

Dupl. Comms.

(2) Women holding office in locals

(4) No. locals in which women hold all offices - 2

Table V

(1) No. locals in which women hold office 47 (58%) } 81 reporting
(2) No. locals in which women hold no office 34 (42%) }
(3) Offices held by women — Number Offices

President	4
V. President	4
Financial Sec'y. (or Fin. Sec.-Treas.)	14
Recording Secretary	15
Trustee	12
Guide	4
Sergeant at arms	2
Business Manager	1
Shop chairman	1
Executive Board	8
Delegate to city or state body	9
Division chairman	1
Total	75

Offices held by women in 47 local unions

f. Discriminatory practices in women's pay—in the union contract—

Table IIIa

Tot. 80 / 42

(1) of 80 contracts:
(a) 1/5 had equal pay provision (by equal pay clause, general non-discrimination clause, or rate of job on job and rate sheet)
(b) 1/3 had provision for the same entrance rate for inexperienced men and women
(c) 1/2 had provision for the same progression from entrance to top rate for men and women

Table XV

(d) 1/2 had jobs and rates listed by sex.

(2) Of 42 contracts having equal pay clauses:

18 had also provision for ~~equal~~, the same entrance rate for men and women, and the same automatic progression from entrance to top rate.
19 had also same entrance rate
23 had also same automatic progression from entrance to top rate
7 had equal pay clause and discrimination in automatic progression and entrance rates.

g. Women's Jobs

(1) Number plants women on women's jobs only — 6
(2) Women on same jobs as men — 80
(of 80) — Rates same — 56 } as reported by women
Rates lower for women — 22 }
(3) 34 contracts openly discriminated against women by lower entrance rates for women, automatic progression not the same for men and women or lower rates for women on job and rate sheet

h. Women reported women kept on lower paying jobs longer than men:

No. plants reporting	Yes	No
87	43	44

i. Attitude of local union officials

(1) Women now employed on women's jobs only — 4
a. Expect them to continue 4
b. Do not expect them to continue -

(2) Women now employed on men's jobs only — 25
a. Expect them to continue 15

(3) Now employed on both men's and women's jobs - 49
a. Expect them to continue -
b.

J. Contract Provisions For Rest Periods and Plant Practice

Number of plants
Tot 79

66 - No provision in contract

13 - Had provision in contract

9 Provision for men and women

2-2 to 5 minutes

3 - 2 to 10 minutes

4 - Length N. R.

4 Rest period for women only.

1 - 2 to 10 minutes

1 - 2 to 15 minutes

2 - Length N. R.

X K. Women holding office in local union

Total number of plants		Proportion of total membership	
		Less than 50 percent	Over 50 percent
64			
	35 where women in union 5 years		
	17 no office held by women	17	
	18 women hold office	11	5
	29 - where women in union over 3 years		
	12 - No office held women	8	4
	17 - Women hold office	12	5

Spring

Do you want this for your kit?

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Angus

(Prepared for his ~~use~~ Bagwell)

COMPARISONS OF AVERAGE HOURLY EARNINGS OF WOMEN AND MEN

Where there have been increases in average hourly earnings during the war period, the greatest rises appear to have been for skilled men. In the late fall of 1944, the average hourly earnings of women still were below those of unskilled men, though at that time they approached unskilled men's earnings somewhat more nearly than they did at the beginning of 1942.

The foregoing statement is based on the only data available by sex on trends in average hourly earnings, those from the Illinois Department of Labor beginning in January 1942, and those from the National Industrial Conference Board, which have reported such data by sex for many years, separating also the earnings of unskilled men. (Weekly earnings, reported by sex by the New York and Illinois Departments of Labor are not used here since they vary markedly with hours worked.)

Relation of Women's Earnings to Men's

	Women's average hourly earnings as percent of men's 1/		
	December 1940	January 1, 1942	Late fall 1944
National Industrial Conference Board Data			
Of all men's	62.0	61.6	~~63.1~~
Of unskilled men's	79.8	78.1	85.2
Illinois data	-	62.0	70.4

1/ These earnings data are based on total payrolls reported, and hence include hours for which overtime rates or other differentials were paid.

M.E.Pidgeon
January 1945

Rise in Earnings of Women and of Unskilled Men

Women's average hourly earnings have not risen quite as much during the war as have those of unskilled men's. The rise in such earnings was greater after January 1942 than before.

	Average hourly earnings (cents) 1/			Cents increase in average hourly earnings		
	Dec. 1940	Jan. 1942	Late fall 1944	Dec. 1940 to Jan. 1942	Jan. 1942 to late fall 1944	Dec. 1940 to late fall 1944
National Industrial Conference Board						
All men	.799	.939	$1.177	.140	.238	.378
Unskilled men	.620	.740	.899	.120	.159	.279
Women	.495	.578	.766	.083	.188	.271
Illinois Data						
All men	2/	.878	$1.150	-	.272	-
Women	2/	.545	.810	-	.265	-
Bureau of Labor Statistics data						
All workers 2/	.683	.801	$1.033	.118	.232	.350

1/ These earnings data are based on total payrolls reported, and hence include hours for which overtime rates or other differentials were paid.

2/ Not available by sex.

M.E.Pidgeon
January 1945

Earnings of Women and Men in Same Occupation (1943)

Some comparisons can be made of the average hourly earnings of women and men in a single occupation, that of Class C bench assemblers, from Bureau of Labor Statistics special reports for various areas and types of plants. In such reports from four mid-western cities the range for men was from 73 cents to $1.12, for women from 58 cents to $1.11. Comparisons must be used with caution, since even though the occupation is designated as the same, there may be some variations, for example, according to type of product or material handled. Yet the wage differences seem greater than these would justify.

In the sample of Chicago plants reported, women's average hourly earnings were in the following ratios to men's in this occupation:

	Women's average hourly earnings as percent of men's	Average houraly earnings (cents)	
		Men	Women
Electrical machinery	85.7	.77	.66
Machinery except electrical	82.4	.85	.70
Ordnance and aircraft parts	74.5	.98	.73

In the sample of Michigan automobile plants, average hourly earnings of both sexes were above those elsewhere in this occupation, and women's were almost the same as men's, respectively $1.11 and $1.12.

Separate reports according to union and non-union plants were shown for the samples of certain industries in Chicago and in Minneapolis and St. Paul. Earnings in union plants were above those in non-union, though earnings of women were not necessarily nearer to the level of men's in union than in non-union plants. Women's average hourly earnings in this occupation bore the following relation to men's in union and non-union plants in these industries and cities.

Industry and Location	Women's average hourly earnings as percent of men's	Average hourly earnings (cents)	
		Men	Women
Electrical machinery (Chicago)			
Union plants	91.0	.78	.71
Non-union plants	84.4	.77	.65
Machinery, aircraft parts, foundries (Minneapolis and St. Paul)			
Union plants	77.3	.75	.58
Non-union plants	79.1	.72	.57

M.E.Pidgeon
January 1945

REPRODUCED AT THE NATIONAL ARCHIVES

FORMS & INSTRUCTIONS

REPRODUCED AT THE NATIONAL ARCHIVES

Miss A.'s letter to
National Unions

+ replies

REPRODUCED AT THE NATIONAL ARCHIVES

1 Harvey W. Brown, Pres.
9th St + Mt Vernon Pl NW
International Association
of Machinists, A7L.

2 ~~International Union~~, United
Automobile Workers of America, A7L
Walter Reuther, Pres. 8 & 2 W. Montcalm St
Detroit, Mich

3 United Automobile, Aircraft,
& Agricultural Implement
Workers of America, CIO
Wm. H. Thomas, Pres.
411 W. Milwaukee, Detroit, Mich

4 United Electrical, Radio, and
Machine Workers of
America, CIO
Pres. Albert J. Fitzgerald, 261 - Fifth Ave.

5 Electrical Workers of America
Dist. Bro. of A7L
1200 15th St NW Pres. Edw. J. Brown

6. Mutual Farm Employees &
Metal Workers of
America, CIO
188 W. Randolph St Pres. Lenard W. Oakes
Chicago, Ill

~~Union Pres with Mine~~

REPRODUCED AT THE NATIONAL ARCHIVES

Nov. 17, 1943

Letter to go to International Unions on equal pay -

During this time, when so many women are being employed in the war industries, one problem comes to the fore - that of the same wages for men and women. That means the same entrance wage should be paid to men and women, and the wage should be set for the job and not because a man or woman is doing it.

We in the Women's Bureau have been working with the local unions to the effect that when they have cases before the ~~National~~ War Labor Board, there should be inserted in the contract a clause stating that there shall be no lower wage for women. We feel this is very important, not only in justice to the women workers, but because a differential ~~policy~~ disarranges the wage structure and no doubt when jobs are scarce and there is unemployment men will have to take the jobs for the wage that the women have been getting.

I would like to know what your policy is in the International Union so that we can quote that ~~policy~~ to the local unions. Better still, if you could see your way clear to notify the local unions of the national policy in this connection, it would help ~~in~~ stimula~~ting~~ them ~~in~~ their policy in making contracts as I am sure they do not always realize the dangers back of the differential s in wages. May we know the policy of your organization in this respect?

We are making a survey of the local unions in your industry and other industries to ascertain the facts in this regard and we believe that this information will be useful to you also.

REPRODUCED AT THE NATIONAL ARCHIVES

Copy

Copies sent to B.W.C. Nov. 30, 1943 Original sent to DC. same date

UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA

International Headquarters: 188 West Randolph Street
Chicago, Illinois

November 19, 1943

Miss Mary Anderson, Director
Women's Bureau - U. S. Department of Labor
Washington, 26, D. C.

Dear Miss Anderson:

This is in reply to your letter of November 17. This Union has always been opposed to any differential between the wages of men and women, as such, in industry. Since the outset of the war, we have made this one of the major issues in the Union's program.

We have been opposed to the differential not only because it has always been a threat to wage standards, but also because (and this we consider more important than the above reason) any such differential automatically puts women in an inferior position t men in the economic, vocational and social picture. It is the unanimous feeling of the national leadership of this Union that this practice discourages 50% of the genius and the human productive resources of the nation, and is directly contrary to any concept functioning democracy on a mature basis.

In practically all of our plants we have been able to eliminate this practice. There is not a single case in any of our plants where the employment of women began during the war period, that women receive less than men.

In most of the plants, even the starting rate is the same. In some plants there is a starting differential, which operates in the following manner: At International Harvester Co. for example (where the male minimum is 77¢) new women workers without any former industrial experience are hired in at 65¢ (break-in period). At the end of 30 days they go to the male minimum. Anytime thereafter that they qualify they get the regular machine rate.

In some of the Harvester plants, they have employed women for many years at what they called the "female rate," and carried job descriptions in their classification book as specifically "female" jobs. The starting rate for these women is 57¢, and their top rate is 80¢. Thus we have in the same plant women who have taken "men's" jobs receiving the "male" rate, and women on "female" jobs receiving female rate. The Company has felt supported in this by the Board's refusal to disturb "historic" differentials.

We are unalterably opposed to even this limitation of the Board, and have just completed WLB Panel hearings in which we demanded the complete elimination of the differential, the term, and the thinking. We are basing our objections as follows:

1) We cannot put skirts or trousers on a machine. The basic or minimum rate on a particular machine is the "machine rate" and cannot be determined by sex. The rate spread is determined by skill and ability and, again, not by sex.

2) Women have proven themselves as efficient as men in jobs which they are physically able to perform.

3) On the physical side, when it is argued that women are limited, we contend that there are male workers who do not have a great deal of physical strength and are prevented from doing jobs requiring physique. These men receive a "male" rate. Women fall into the same category.

4) In supporting our contentions, we have submitted evidence showing that, although on some jobs only women have been employed, in all cases the work or type of operation is identical or almost identical to that of work being performed by a man.

Number 4, above, is true in just about every manufacturing plant, and can be argued with success.

A curious coincidence in the above case might interest you. The International Harvester Company, rates all jobs by numbers ranging from "1" to about "24." Any jobs which fall into Group #4, for example, receive the same rate. Group #5 has a higher rate, etc. The "female" rates have also got group numbers, with a lower dollars and cents value, and are distinguished by the letter "f". The coincidence is in that the most frequent group applied to women is "4-f". This we have used to symbolize the meaning of the Harvester practice of differentials because of sex.

I am sure that you will be interested in Local Union and rank and file reactions. In the beginning, of course, there was a great deal of prejudice and opposition on the part of groups of workers and in many of the locals.

The Union carried on a strong campaign in the Locals and succeeded in almost completely eliminating this prejudice and opposition on the part of groups of workers and in many of the locals.

The Union carried on a strong campaign in the Locals and succeeded in almost completely eliminating this prejudice and opposition. There is still, of course, some rank and file prejudice, but this is now completely individual, cannot have an organized expression.

Local Union leadership has come to see and understand this issue, and support the policy of equal pay for equal work. This has developed to the point, that even where occasional individuals in Local Union leadership have a personal prejudice on this score, they do not consider it politic to make public or even semi-private expression of their personal thoughts.

The success of the policy is reflected in the participation of women workers in the affairs of the Union. In already organised plants new women workers join the Union as readily as men. Women shop stewards are common. And more and more women are taking an active part in the Local Union leadership.

Developing women into the leadership of the Union has been a National policy of the Union and is having a growing success in the Locals and the Districts. The progress in developing women in leadership has been slow, but we are confident of the future.

The Union is of the conviction that the two policies walk hand-in-hand. One cannot be achieved without the other. And both must be achieved if a Union is to remain healthy and democratic.

Hoping that the foregoing answers your query, I am, with best wishes for success in your program.

Sincerely yours,

Grant W. Oakes, President
United Farm Equipment &
Metal Workers of America CIO

GWO:EM
uopwa; cio;24

Copy

INTERNATIONAL ASSOCIATION OF MACHINISTS

International Headquarters: Machinists' Bldg., Ninth St. and Mt. Vernon Place, N. W., Washington, D. C.

November 22, 1943

Subj: Wage Rates for Women

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Miss Anderson:

This will acknowledge your letter of November 17, 1943 in which you request information as to the policy of our Organization with reference to seeking equal pay for women as for men for the same work.

The International Association of Machinists has favored and sponsored this principle for many years. In this connection I might mention that the first contract approved by the National War Labor Board, in which this principle was ordered to be included in the agreement was between a Local Lodge of the International Association of Machinists and the Brown and Sharpe Mfg. Company, Providence, Rhode Island. This was accomplished at the insistence of the International Association of Machinists.

Inasmuch as this principle is deeply entrenched in our Organization and our Representatives are aware of the policy of the International on this subject, we are confident that our Organization will do all that is possible to protect the women employed under our jurisdiction.

Very truly yours,

H. W. Brown
International President

B/h

Copy

International Brotherhood Electrical Workers
1200 Fifteenth Street, N. W.
Washington, D. C.

November 20, 1943

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Anderson:

We are in receipt of your letter of November 17th in which you discuss the problems with which the Department is confronted relative to the question of women in war industries.

In reply kindly be advised that the policy of our organization is definitely equal pay for equal work performed. We have made it a policy to take the position that when women are employed to perform work formerly performed by men they are entitled to the same rate of pay previously paid to men. We have made this position clear to our local unions repeatedly.

With all good wishes, I am

Sincerely,

Ed J. Brown
International President

EJB/bw

Copy

United Automobile, Aircraft, Agricultural Implement Workers of America (UAW-CIO)

International Headquarters, 411 West Milwaukee Ave., Detroit

November 24, 1943

Mary Anderson, Director
U. S. Department of Labor
Washington, 25, D. C.

Dear Miss Anderson

This will acknowledge your letter of November 17.

Our union has always made a strong fight to get equal pay for equal jobs, whether for men or women, and regardless of what part of the country the job is in. We have advised our local unions many times of the importance of this action, and I believe our union has made much headway in this direction.

I am not exactly clear what specific information you want. I am not even sure I have answered your question, but if I have not, if you will contact me again I shall certainly be glad to go into these matters further.

Sincerely yours

/s/ R. J. Thomas, President
International Union, UAW-CIO

rjt:fl
uopwa 26 - cio

Feb. 23, 1944

INSTRUCTIONS FOR UNION SURVEY - TENTATIVE

Purpose: The purpose of the survey is to determine the extent to which local unions, in selected industries in which women are extensively employed, have attempted to improve the economic status of women members, by enabling women to share the advatanges of union membership equally with men; and to advise and counsel union officers on methods for increasing the value of women's union membership.

Coverage: Information is to be obtained from local unions affiliated with six national union organizations, as follows: American Federation of Labor: (1) International Association of Machinists; (2) Electrical Workers of America; (3) Automobile Workers of America; Congress of Industrial Organizations: (1) Automobile, Aircraft, and Agricultural Implement Workers of America; (2) Electrical, Radio and Machine Workers of America; and (3) United Farm Equipment Workers of America.

Scope: The survey is to be conducted initially in the State of Illinois, Indiana, Michigan, and Wisconsin.

Sample: Local unions are to be selected according to their proportionate woman membership, on the basis of information obtained from their central bodies.

Information Desired: The survey would cover both union policy and its application to a particular plant. In general, the topics of major interest from a policy standpoint include "equal pay", seniority, upgrading, special provisions for women such as rest periods, maternity leave, etc.; also, information concerning women's participation in union affairs.

Feb. 23, 1944

INSTRUCTIONS FOR FILLING OUT SCHEDULE.

Page 1.

Plant involved: Select one plant with which the local union visited has a contract and direct your questions to union relations with this plant. The plant should be one employing as many women as possible, or one in which women constitute a a fairly large proportion of total employees.

Name, title, address of persons interviewed: For each local union, agent is expected to ~~visit~~ interview a minimum of three persons, i.e., local union official, shop steward, and woman union member. These should be listed in appropriate place, ~~at~~ beginning of schedule.

A. Information concerning local union:

1. Name of Union: Enter name of national organization of which local visited is a member. Affiliation: Enter AFL or CIO, whichever is correct.
2. Local no.: Enter number of local union visited. Address: Enter address.
3. How long organized: Enter approximate length of time, using date of first contract with any plant as ~~beginning date.~~ base.
4. How long women members: Enter approximate time, using date of ~~xxxxxxxx~~ first organization of women in this local.
5. President's name, etc. Enter President's name if it does not appear at top of page among those interviewed.
6. Plants organized by local union: List names of all plants with which local union currently has contracts, ~~Do not include plants that may have been organized by this local union, organized at some past date but is no longer xxxxxxxxxxxx~~ in effect or is currently negotiating with for a first contract. For all plants selected, enter name of plant, total employees by men and women, and total union employees by men and women.

SCHEDULE - page 2.

7. Union cost to worker: Enter separately for men and women, in dollar and cents amounts, cost of items listed, specifying period covered where applicable. For entry after "other", specify nature of item entered.

8. Women's local union activities: This topic is designed to obtain information on women's activities in the local union per se, apart from their activities in the union as it functions in the plant selected or in any other plant with which it has a contract.

   (a) Union committees. List union committees on which women are members and state the nature of their work.

   (b) Other committees on which women might serve. This means other union committees already in existence which have no women members but would be benefited from women membership.

   (c) Local union offices held by women. List titles of offices currently held.

   (d) Attendance at union meetings. Is women's attendance customarily good, fair, or poor. Give source of comment and any proferred explanation.

9. Union program and attitude toward women. State whether the union official interviewed has any definite attitude toward women members, i.e., are women welcomed, are they tolerated, or are they repulsed. Give special attention to comments about women's post-war place in industry and unions. Give sources.

10. Union's attitude toward equal pay. Do the various persons interviewed believe in equal pay, and what is the reason for their belief, i.e., because it is inherently just, to protect men's wage rates while they are away at war, other reasons. Give sources.

SCHEDULE - page 3.

B. Plant Union Data: This part of the schedule relates to union activites in the particular plant selected by agent as representative of the local union's membership and activities. The contract and any other written agreements between the union and this plant should be attached to the schedule.

1. Name of plant. Enter name of plant

2. Address. Enter address.

3. Product. Enter principal product or products.

4. How long union recognized. Enter approximate length of time since first formally recognized this union, either by signing a contract or as a result of National Labor Relations Board election.

5. How long women in this plant members. State approximate period of time since women in this plant were organized.

6. Arrangement for payment of dues. Check the appropriate method of payment listed; or, if "other", specify.

7. Were women in this plant on production in normal times. The question is designed to show whether women were customarily employed or whether their employment was due entirely to the war emergency.

8. Women's union activities in plant: In contrast to question 8 on page 2, this question is intended to show women's activities in the union in the plant selected as representative.

a. Shop steward. the relative proportion of men and women shop stewards should be shown.

b. Grievance committees. The proportion of men and women shop stewards should be shown.

c. Contract committees. First answer question as to whether there is such a committee in the plant, and second, the number of men and number of women members.

SCHEDULE, page 3 continued.

d. Labor management committees. Is there such a committee, and the number of women members and number of men members.

e. Other union committees in plant; whether women represented: List other committees by title and specify whether women are ~~represented~~ members of them.

9. Union program in plant affecting women: The Union program may have special aspects which especially affect women, such as child care arrangements, or time off for shopping. The program may also affect men but be of such importance to women that it deserves mention, such as installation or improvement of lunchroom facilities, or provision for rest periods. Describe how union is trying to better working or living conditions or plant facilities, and give sources of statements.

Page 4.

C. Plant Practices: This part of the schedule relates to plant practices on matters which the union normally covers in its agreement or through the grievance procedure.

1. a. "Women's jobs". State whether it is plant practice to assign women only to certain jobs, which are referred to as "women's jobs".

b. Men's jobs on which women are employed. If some jobs are considered to be men's jobs and women are now employed on them, indicate this fact and explain briefly.

c. Is a formal job evaluation procedure used in setting rates for all jobs in the plant? This question is extremely important, as a scientific job evaluation eliminates the occasion for unfair discrimination against women solely on a sex basis. Job evaluation is important not only from the standpoint of "equal pay", ~~xxxxx~~ where women are employed on men's jobs, but also in connection with fair wage rates for women who work on so-called "women's jobs", where no comparison with men, and hence no question of "equal pay" is involved.

SCHEDULE,
/ Page 4, continued:

3. How is comparability of women's work on man's jobs determined. If women do not work on "men's jobs", the fact will appear in the answer to question 1 b. (supra, same page), and the present question will be inapplicable.

a. By decision of management. If management has primary authority to determine whether on a particular job a woman employee is doing / the same or comparable work with a man either now or formerly employed on that job, the answer should so state.

b. By bargaining. If the decision is made by management and the union jointly, through bargaining, it should be stated.

c. By formal job evaluation. If a scientific basis for determining comparability of jobs is used, check here.

4. Cite various opinions as to whether majority of women are kept at lower paid jobs longer than men. Give reasons. This is purely an opinion question, therefore, the source of the information is essential.

Page 5.

5. Are women given equal seniority with men: It may not be the practice to respect women's seniority rights when it comes to promoting or upgrading them. Any discriminations in practice which are reported should be noted here, with an explanation.

6. Placement of shifts. Number of shifts refers to whether plant operates one, two, or three shifts. If three shifts, check "3", etc.

a. Number of shifts on which women are employed. Figures here, as in preceding sentence, refer to total number of shifts operated by plant and employing women. Thus, if women are employed on any two shifts, check "two".

b. Does placement depend on seniority. If length of service gives employees right to choose shifts, explain.

SCHEDULE, page 5 continued:

7. Rest periods:

a. Does plant allow formal rest periods: This refers to rest periods which are of definite length and occur with specified frequency.

b. If so, Are they paid for. The answer would be "no" if there is either a specific deduction from total pay or if a lower hourly rate had been set with the definite understanding that a rest period allowance had resulted in lowering the rate.

c. If deducted: (1) by hourly rate differential; (2) by deduction for amount of time involved. Check appropriate item as it relates to persons who have formal restperiods. If men do not have formal rest periods, all items relating to men except 7a would be inapplicable.

8. Lunch periods.

a. Length. State established period for lunch, for each sex separately.

b. Paid for. Designate by men and women.

c. If sex differential, give reason. In some plants, women have a longer lunch period than men, and women's lunch period is not paid for while that of men is paid for.

9. What is plant practice in regard to pregnancy.

a. No policy. Check, if applicable.

b. Discharge. If this is customary practice, check.

c. Leave of absence. If appropriate, check and state time limit.

Page 5, continued:

D. Job and rate sheet.

Information here and elsewhere should relate to productive workers.

1. Method of pay, for majority of women. This question is important because question of comparability between men and women relates only to time work.

Feb. 23, 1944

INSTRUCTIONS FOR FILLING OUT SCHEDULE.

Page 1.

Plant involved: Select one plant with which the local union visited has a contract and direct your questions to union relations with this plant. The plant should be one employing as many women as possible, or one in which women constitute a a fairly large proportion of total employees.

Name, title, address of persons interviewed: For each local union, agent is expected to ~~visit~~ interview a minimum of three persons, i.e., local union official, shop steward, and woman union member. These should be listed ~~in~~ appropriate place, at beginning of schedule.

A. Information concerning local union:

1. Name of Union: Enter name of national organization of which local visited is a member. Affiliation: Enter AFL or CIO, whichever is correct.
2. Local no.: Enter number of local union visited. Address: Enter address.
3. How long organized: Enter approximate length of time, using date of first contract with any plant as ~~beginning date.~~ base.
4. How long women members: Enter approximate time, using date of ~~xxxxxxxxx~~ first organization of women in this local.
5. President's name, etc. Enter President's name if it does not appear at top of page among those interviewed.
6. Plants organized by local union: List names of all plants with which local union currently has contracts, ~~Do not include plants that may have been organized by this local union.~~ in effect or is currently negotiating with for a first contract. organized at some past date but is no longer ~~in the active list~~ For all plants selected, enter name of plant, total employees by men and women, and total union employees by men and women.

SCHEDULE - page 2.

7. Union cost to worker: Enter separately for men and women, in dollar and cents amounts, cost of items listed, specifying period covered where applicable. For entry after "other", specify nature of item entered.

8. Women's local union activities: This topic is designed to obtain information on women's activities in the local union per se, apart from their activities in the union as it functions in the plant selected or in any other plant with which it has a contract.

(a) Union committees. List union committees on which women are members and state the nature of their work.

(b) Other committees on which women might serve. This means other union committees already in existence which have no women members but would be benefited from women membership.

(c) Local union offices held by women. List titles of offices currently held.

(d) Attendance at union meetings. Is women's attendance customarily good, fair, or poor. Give source of comment and any proferred explanation.

9. Union program and attitude toward women. State whether the union official interviewed has any definite attitude toward women members, i.e., are women welcomed, are they tolerated, or are they repulsed. Give special attention to comments about women's post-war place in industry and unions. Give sources.

10. Union's attitude toward equal pay. Do the various persons interviewed believe in equal pay, and what is the reason for their belief, i.e., because it is inherently just, to protect men's wage rates while they are away at war, other reasons. Give sources.

SCHEDULE - page 3.

B. Plant Union Data: This part of the schedule relates to union activites in the particular plant selected by agent as representative of the local union's membership and activities. The contract and any other written agreements between the union and this plant should be attached to the schedule.

1. Name of plant. Enter name of plant

2. Address. Enter address.

3. Product. Enter principal product or products.

4. How long union recognized. Enter approximate length of time since first formally recognized this union, either by signing a contract or as a result of National Labor Relations Board election.

5. How long women in this plant members. State approximate period of time since women in this plant were organized.

6. Arrangement for payment of dues. Check the appropriate method of payment listed; or, if "other", specify.

7. Were women in this plant on production in normal times. The question is designed to show whether women were customarily employed or whether their employment was due entirely to the war emergency.

8. Women's union activities in plant: In contrast to question 8 on page 2, this question is intended to show women's activities in the union in the plant selected as representative.

a. Shop steward. the relative proportion of men and women shop stewards should be shown.

b. Grievance committees. The proportion of men and women shop stewards should be shown.

c. Contract committees. First answer question as to whether there is such a committee in the plant, and second, the number of men and number of women members.

SCHEDULE, page 3 continued.

d. Labor management committees. Is there such a committee, and the number of women members and number of men members.

e. Other union committees in plant; whether women represented: List other committees by title and specify whether women are ~~xxxxxxxxxx~~ members of them.

9. Union program in plant affecting women: /The Union program may have special aspects which especially affect women, such as child care arrangements, or time off for /shopping. The program may also affect men but be of such importance to women that it deserves mention, such as/installation or improvement of lunchroom facilities, or provision for rest periods. Describe how union is trying to better working or living conditions or plant facilities, and give sources of statements.

Page 4.
~~xxx~~

C. Plant Practices: This part of the schedule relates to plant practices on matters which the union normally covers in its agreement or through the grievance procedure.

1. a. "Women's jobs". State whether it is plant practice to assign women only to certain jobs, which are referred to as "women's jobs".

b. Men's jobs on which women are employed. If some jobs are considered to be men's jobs and women are now employed on them, indicate this fact and explain briefly.

c. Is a formal job evaluation procedure used in setting rates for all jobs in the plant? This question is extremely important, as a scientific job evaluation eliminates the occasion for/unfair discrimination against women solely on a sex basis. Job evaluation is important not only from the standpoint of "equal pay", ~~xxxxx~~ where women are employed on men's jobs, but also in connection with fair wage rates for women who work on so-called "women's jobs", where no comparison with men, and hence no question of "equal pay" is involved.

SCHEDULE,
/ Page 4, continued:

3. How is comparability of women's work on men's jobs determined. If women do not work on "men's jobs", the fact will appear in the answer to question 1 b. (supra, same page), and the present question will be inapplicable.

a. By decision of management. If management has primary authority to determine whether on a particular job a woman employee is doing / the same or comparable work with a man either now or formerly employed on that job, the answer should so state.

b. By bargaining. If the decision is made by management and the union jointly, through bargaining, it should be stated.

c. By formal job evaluation. If a scientific basis for determining comparability of jobs is used, check here.

4. Cite various opinions as to whether majority of women are kept at lower paid jobs longer than men. Give reasons. This is purely an opinion question, therefore, the source of the information is essential.

Page 5.

5. Are women given equal seniority with men: It may not be the practice to respect women's seniority rights when it comes to promoting or upgrading them. Any discriminations in practice which are reported should be noted here, with an explanation.

6. Placement of shifts. Number of shifts refers to whether plant operates one, two, or three shifts. If three shifts, check "3", etc.

a. Number of shifts on which women are employed. Figures here, as in preceding sentence, refer to total number of shifts operated by plant and employing women. Thus, if women are employed on any two shifts, check "two".

b. Does placement depend on seniority. If length of service gives employees right to choose shifts, explain.

SCHEDULE, page 5 continued:

7. Rest periods:

a. Does plant allow formal rest periods: This refers to rest periods which are of definite length and occur with specified frequency.

b. If so, Are they paid for. The answer would be "no" if there is either a specific deduction from total pay or if a lower hourly rate had been set with the definite understanding that a rest period allowance had resulted in lowering the rate.

c. If deducted: (1) by hourly rate differential; (2) by deduction for amount of time involved. Check appropriate item as it relates to persons who have formal restperiods. If men do not have formal rest periods, all items relating to men except 7a would be inapplicable.

8. Lunch periods.

a. Length. State established period for lunch, for each sex separately.

b. Paid for. Designate by men and women.

c. If sex differential, give reason. If some plants, women have a longer lunch period than men, and women's lunch period is not paid for while that of men is paid for.

9. What is plant practice in regard to pregnancy.

a. No policy. Check, if applicable.

b. Discharge. If this is customary practice, check.

c. Leave of absence. If appropriate, check and state time limit.

Page 5, continued:

D. Job and rate sheet.

Information here and elsewhere should relate to productive workers.

1. Method of pay, for majority of women. This question is important because question of comparability between men and women relates only to time work.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

After Jan. conference
6 copies sent to Bagwell
1-24-44. Returned By Strong
1-27-44.

January 22, 1944

Agent_____

Date_____

Plant involved_____

Name, title, address of persons interviewed_____

_____

_____

_____

_____

_____

Trade Union Survey

A. Information Concerning Local Union:

1. Name of union_____ Affiliation_____
2. Local No._____ Address_____
3. How long local organized?_____
4. How long women members_____
5. President's name and address, if not listed above_____

_____

6. Plants organized by local union:

Names	All plant employees		Union employees	
	Men	Women	Men	Women

Sched 2d rev of new.
6 copies sent to O'Connor
1-28-44

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent_____

Date_____

Plant involved_____

Name, title, address of persons interviewed_____

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union_____ Affiliation_____
2. Local No._____ Address_____
3. How long local organized?_____
4. How long women members_____
5. President's name and address, if not listed above_____
6. Plants organized by local unions:

Names	All plant employees		Union employees	
	Men	Women	Men	Women

7. Union cost to worker:

	Men	Women
a. Initiation fees		
b. Dues (specify period covered)		
c. Fines (" what for)		
d. Other		

8. Women's local union activities:

a. Union committees other than plant committees:

b. List other committees on which women might serve:

c. Local union offices held by women:

d. Attendance at union meetings:

9. Union program and union's official attitude toward women: (Give source of comments.)

10. What is union's attitude toward equal pay: (Give sources.)

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant_____

2. Address_____

3. Product_____

4. Number of employees: Men_____Women_____

5. Number of union members in this plant: Men_____Women_____

6. How long union recognised in this plant:_____

7. How long women in this plant members of union:_____

8. Arrangement for payment of dues: (check one)

   Checkoff_____Steward_____Other_____

9. Were women employed on production in this plant in normal times:_____

10. Women's union activities in this plant:

    a. Shop steward: No. men_____No. women_____

    b. Grievance committees: No. Men_____No. women_____

    c. Contract or bargaining committees: Yes_____No_____
       No. men_____No women_____

    d. Labor management committees: Yes_____No. women_____
       No. men_____No. women_____

    e. Other union committees in plant; whether women represented:_____

    _____

    _____

    _____

11. Union program in this plant affecting women: (Give sources.)_____

C. Contracts (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interview with_____
(2) Verified by reference to contract_____
(3) Contract attached to schedule_____

b. Date contract expires_____

c. Kind of contract: (check)

(1) Closed shop
(2) Open shop
(3) Other:
(a) Preferential
(b) Maintenance of membership

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____No_____
(1) If not, rates: Men_____Women_____

b. Automatic progression policy: Yes_____No_____
(1) If such policy, same for women as for men: Yes_____No_____
If policies differ, explain

How relate to (a) + (b) above?

c. Does contract, ~~provide for equal pay~~ expressly call for fair wage treatment for women: _____
(1) ~~By equal pay clause~~: Yes_____No_____
(2) ~~By rate of job~~ by no discrimination clause: Yes_____No_____
(3) By definition of "employee"

d. If ~~contract does not provide for equal pay, does it~~ not, does contract openly discriminate against women:_____If so, explain:

(e) No reference to sex with regard to wages: ←

3. Seniority:

a. Types of: Plant wide_____Departmental_____

b. Does contract limit women's seniority rights?
(1) To other women: Yes_____No_____
(2) To the duration only: Yes_____No_____
(3) If any seniority provision different for men and women, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men_____Women_____

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men_____Women_____
(3) Paid for: Men_____Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____No_____
(1) Maximum length_____
(2) Length of service necessary to get maximum_____

D. Job and Rate Sheet:

1. Method of pay for majority of women: (Check one.)
   a. Time_____
   b. Piece_____

2. Are jobs and rates specifically listed by male and female: Yes_____No_____

3. In jobs employing both men and women, are rates the same? Yes_____No_____

E. Plant Practices:

1. What method is used in determining comparability of work between men and women:
   a. Decision of management
   b. By bargining
   Explain:

2. Is a formal job evaluation plan used in determining comparability: Yes_____
   No_____Comments:

3. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   a. If so, is it due to suitability of job: Yes_____No_____
   Comment

   b. If to other reasons, explain

4. Are women given equal seniority with men: Yes_____No_____
If not, explain

5. Placement on shifts:
   a. Number of shifts
   b. Does placement depend on seniority: Yes_____No_____
   Explain:

6. Rest periods:
   a. Does plant allow formal rest periods: Men_____Women_____
   b. If so, are they paid for: Men_____Women_____
   c. If deducted:
      (1) By hourly rate differential: Men_____Women_____
      (2) By deduction for amount of time involved: Men_____Women_____

7. Lunch periods:
   a. Length of lunch period: Men_____Women_____
   b. Paid for: Men_____Women_____
   c. If sex differential, give reason:

8. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge_____
   c. Leave of absence_____
      (1) If yes, what is time limit_____

F. War Labor Board Case:

1. Title of case_____Regional Number_____

2. Date of regional decision:

3. If pending before National Board, check_____

4. Type of case: (check one) Voluntary_____Dispute_____

5. Was case brought at time of negotiation of contract? Explain.

6. What led to union taking it to W. L. B. Explain background of case:

7. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

8. W. L. B. Ruling.

9. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of expiration of contract_____
   b. On date of certification to W. L. B._____
   c. On date of W. L. B. decision_____
   d. Not yet in effect_____

10. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

11. How did women workers benefit from case?

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Spring
Corrected copy

Agent_____ Date_____

Name, title, address of persons interviewed_____

Trade Union Survey

A Information Concerning Local Unions

1. Name of Union_____ Affiliation_____
2. Local No._____ Address_____
3. How long local organized?_____
4. Type of worker: (~~1~~) productive_____; (~~2~~) clerical_____; (~~3~~) maintenance___
5. ~~How long women members?~~ Date first admitted as members:_____
6. President's name and address, if not listed above_____
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women

8. Union cost to worker:

	Men	Women
a. Initiation fees		
b. Dues (specify period covered)		
c. Fines(") ~~what for~~		
d. Other		

9. Women's local union activities:

   a. Attendance at union meetings:

   b. Union committees on which women serve:

   c. List other committees:

   d. Local union offices held by women:

10. Program for increasing women's participation in union activities - educational, social, recreational, other:

2 more pages

11. Attitude of local union officials interviewed toward - (a) continued employment of women on traditional women's jobs and on jobs new to women (b) equal pay.

(fill out sheets 3-7 incl. for each plant scheduled in Amalgamated Locals)

B. Contract: (Attach copy of current contract and supplemental agreement including job and rate sheet)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No _____
(2) By equal pay clause: Yes _____ No _____
(3) By rate of job regardless of sex: Yes _____ No _____

3. Seniority:

a. Type:

(1) by department _____ If so, by sex Yes _____ No _____
(2) plant wide _____ If so, by sex Yes _____ No _____
(3) occupation _____ If so, by sex Yes _____ No _____
(4) temporary (duration) and/or regular workers _____
If so, by sex Yes _____ No _____

If by sex, explain:

b. Special provisions or agreements not in contract in regard to:
(1) Employees hired for the duration - Yes _____ No _____
(2) Married women Yes _____ No _____
(3) Returned service men Yes _____ No _____

Comment on implications as to women's continued employment:

e. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____
If yes, explain:

4. Other

a. Does contract openly discriminate against women? Yes_____No_____
Explain:

b. Has copy of contract been made available to union members? Yes___No____

c. Do members have access to job classification and rates? Yes____No_____
If so, by: (1) Distribution of copies to union members_____
(2) By reference to copy in union office_____

5. Working Conditions:
a. In contract:
(1) Does contract provide rest periods? Men_____Women_____
(2) Contract provision for lunch period:
(a) No provision_____
(b) Length of lunch period: Men_____Women_____
(c) Paid for: Men_____Women_____

(3) Placement on shifts: Number of shifts plant operates: 1 2 3
(a) Check shifts on which women are employed: 1st___2nd___3rd___

(b) Does placement depend on seniority: Yes_____No_____
Explain:

(c) Frequency of rotation:

(4) Does contract provide for paid vacations: Yes_____No_____
If yes, state provisions.

(5) What is contract provision in regard to maternity?
(a) No provision_____
(b) Discharge_____
(c) Leave of absence Yes___ No___ Maternity coverage permitted: Yes - No.
1' If yes, what is the limit?
2' Are seniority rights retained? Yes_____No_____
3' With pay? Yes (specify length)_____No_____
4. Is maternity coverage permitted: Yes - No - If yes, state length.
(d.) Group insurance covering maternity: Yes___ No___. Explain

above items

5. Working Conditions (continued)

b. Gained through other union action - i. e., grievance procedure.

(1) If (1), (2), (3), (4) and (5) above are not provided for in contract, have they been secured by other union action? Yes_____ No_____
If yes, state agreements in each case.

(2) Other - as improvement in plant feeding service -

6. Rate agreements:

a. Method of pay for majority of jobs on which women are employed: (check one).

(1) Time (Note if incentive) _____

(2) Piece _____

b. Are hourly rate employees specifically listed by sex?
Yes_____ No_____

Union difference in plant.

c. Union-plant data:

1. Name of plant _____

2. Address _____

3. Product _____

4. Date plant organized by this local: _____

5. Payment of dues: Checkoff_____ Steward_____ Other (specify)_____

6. Date women first admitted to this local: _____

7. Were women employed on production in this plant in normal times: _____

8. Women's union activities in this plant:

a. Contract or bargaining committee: Yes_____ No_____
No. men_____ No. women_____

b. Labor management committees: Yes_____ No_____
No. men_____ No. women_____

c. Shop steward: No. men_____ No. women_____

d. Grievance committees: No men_____ No. women_____

e. Other committees on which union members serve; their functions; and state if women are members: _____

9. Working conditions

6.a Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3_____

a.(1) Check shifts on which women are employed: 1st_____ 2nd_____ 3rd_____

b.(2) Does placement depend on seniority: Yes_____ No_____
Explain:

7.b Rest periods:

a.(1) Does plant provide formal rest periods: Men_____ Women_____
b.(2) If so, are they paid for: Men_____ Women_____
c.(3) If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8.c Lunch periods:

a.(1) Length of lunch period: Men_____ Women_____
b.(2) Paid for: Men_____ Women_____
c.(3) If sex differential, give reason

9.d What is plant practice in regard to pregnancy:

a.(1) No policy:_____
b.(2) Discharge:_____
c.(3) Leave of absence_____
(1) If yes, what is time limit?_____
(2) Are seniority rights retained? Yes_____ No_____
(3) With pay? Yes (specify length)_____ No_____

c. (continued)

---

10 ~~Union program which affect women's participation in the union~~ (give source) such as:

a. Wage increases

b. Equal pay for comparable work;

c. Training and upgrading opportunities;

d. Seniority rights; practice

e. Effective handling of grievances;

f. Special activities in regard to community services;
(Child care, transportation, housing, shopping, share ride, — shop committee members

(~~Ask except in case of multiple plant unions~~)

11 16. Attitude of ~~local union officials~~ interviewed toward special problems of women:
(a) Continued employment, equal pay.
(Give source)

12 ~~17~~. Opinion of interviewed women as to adequacy of union program regarding women:
(Give sources).

13 ~~18~~. ~~Is formal job evaluation used as a basis for setting rates? Yes____ No____~~
Is comparability of work performed by men & women in same job classification given consideration in fixing rates? Yes____ No____

14 ~~19~~. Is comparability of performance given consideration in fixing rates? Yes__ No____
by men? by women?

15 14. Are there any:

(a) So called "women's jobs?" Yes_____ No_____
(b) Men's jobs on which women are employed? Yes_____ No_____

D. War Labor Board Case — Number_____

Attach Directive Order

1. If any War Labor Board case affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc., explain.

2. Status of case:

   a. Pending: Regional Board ——— National Board ———

   b. Settled: " " ——— " " ———

3. Discuss benefits ~~and~~ to women workers:

E. Recommendations by agent to Union:

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent_____ Date_____

_____

_____

Name, title, address of persons interviewed _____

_____

_____

_____

_____

_____

Trade Union Survey

A Information Concerning Local Unions

1. Name of Union_____ Affiliation_____
2. Local No. _____ Address_____
3. How long local organized?_____
4. Type of worker: (1) productive____; (2) clerical_____; (3) maintenance____
5. How long women members?_____
6. President's name and address, if not listed above_____

_____

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women

8. Union cost to worker:

	Men	Women
a. Initiation fees		
b. Dues (specify period covered)		
c. Fines (" what for)		
d. Other		

Not in pamphlet. Letter 10/5

9. Women's local union activities:

   a. Attendance at union meetings:

   b. Union committees on which women serve:

   c. List other committees:

   d. Local union offices held by women:

10. Program for increasing women's participation in union activities - educational, social, recreational, other:

11. Attitude of local union officials interviewed toward - (a) continued employment of women on traditional women's jobs and on jobs new to women (b) equal pay.

Union
Contract
Plant Union Data

B. Contract: (Attach copy of current contract and supplemental agreement including job and rate sheet)

1. General Information:

a. Source of contract information:

(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____
(1) If not, rates: Men_____Women_____

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes_____No_____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes_____ No_____
(2) By equal pay clause: Yes_____ No_____
(3) By rate of job regardless of sex: Yes_____ No_____

d. Does contract openly discriminate against women: Yes _____ No_____
If so, explain:

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes _____ No _____
(2) plant wide _____ If so, by sex Yes _____ No _____
(3) occupation _____ If so, by sex Yes _____ No _____
(4) temporary (duration) and/or regular workers _____
If so, by sex Yes _____ No _____

If by sex, explain:

3. Security.

(a) Injunction By dept etc. re verbal arguments

(b) Special provisions re ~~to~~

(1) Employees hired for the duration. Yes — No —

(2) Married women. Yes — No —

(3) Returned service men. Yes — No —

(c) Comment re classifications as to women employed

Continued ~~Post-War~~

5 ~~Working Conditions~~ —
(as in Contract)
~~(1)~~ Rest
~~(2)~~ Lunch
~~(3)~~ Meal.
4 Vacation
5 ~~Shifts~~ —
6 ~~Shift~~

6 gained through other Union action ~~in~~ Grievance Procedure
~~2. Not in contract, gained through Union action~~
(1) The Items 2. 3. + 4 when not provided in contract
(2) Other - as implemented Plant feeding service, rest room facilities

I 1. (-)
a a (-)

Welding - Shop Hd - $ 1.15

" - Small parts - 1.07

Spot Weldng in electrical parts $.80

" " " sheet metal .95

Milling Machine op in Electrical

"

4

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes _____ No _____
(2) lay-off Yes _____ No _____
(3) rehiring Yes _____ No _____

If yes, explain:

4. Other (a) Insert 2 d from page 3

5 4. Working Conditions:

a - in Contract

4.(1) Does contract provide rest periods: Men _____ Women _____

3.(2) Contract provision for lunch period:
(a) (1) No provision _____
(b) (2) Length of lunch period: Men _____ Women _____
(c) (3) Paid for: Men _____ Women _____

3.(3) What is contract provision in regard to ~~pregnancy~~ maternity:
(a) (1) No provision _____
(b) (2) Discharge _____
(c) (3) Leave of absence _____
(a) If yes, what is time limit? _____
(b) Are seniority rights retained? Yes _____ No _____
(c) With pay? Yes (specify length) _____ No _____

4. (4) Does contract provide for paid vacations: Yes _____ No _____
If yes, state provisions.

Satisfactory Seniority Program (5) Adequate

If 2, 3, and 4 are not provided for in contract, have they been secured by other union action. If so, state agreements in each case.

6. Rate agreement from job and rate sheet

1. Method of pay for majority of jobs on which women are employed: (check one).

a. Time (Note if incentive) _____

b. Piece _____

2. Are hourly rate employees specifically listed by male and female:
Yes _____ No _____

4. Other (a) 2d following 6 1st paragraph from page 3
(b) Has copy of contract been made available to union members? Yes — No —
(c) Do members have access to job classifications + rates? Yes — No —
(1) Distribution of copies to members —
(2) Reference to copy on Union office —

C

~~B. Plant Union Data:~~ Union-plant activities: Data

1. Name of plant _____

2. Address _____

3. Product _____

4. ~~How long since union had contract in this plant:~~ Date plant organized by this local

5. Payment of dues: Checkoff _____ Steward _____ Other (specify) _____

6. ~~How long women in this plant members of union:~~ Date first admitted as members by this local

7. Were women employed on production in this plant in normal times: _____

8. Women's union activities in this plant:

   a. Contract or bargaining committee: Yes _____ No _____

      No. men _____ No. women _____

   b. Labor management committees: Yes _____ No _____

      No. men _____ No. women _____

   c. Shop steward: No. men _____ No. women _____

   d. Grievance committees: No men _____ No. women _____

First Yr. of Change

c. Other committees on which union members serve; their functions; and state if women are members: _____

9. Union activities which affect women's participation in union activities (give source) such as: -

a. ~~Equal pay for equal work;~~ (a) Wage increase (b) Equal pay for comparable equal work; (c) ~~Handling grievances well~~

b. Training and upgrading opportunities;

d. Seniority rights;

e. Effective handling of grievances

f. Special activities in regard to community services; - Share ride etc

(Omit except in case of multiple plant unions)

10. Attitude of local union officials interviewed toward special problems of women: - (Give source) Continued employment, equal pay

11. Opinion of interviewed women as to adequacy of union program regarding women; (Give sources).

C. [illegible]

11 Are there any:

a. So called "women's jobs"? Yes_____ No _____

b. Men's jobs on which women are employed? Yes_____ No _____

"Women's jobs" — Jobs figured at lower rate because women are employed on them.

Here had

12. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No_____
(2) For "men's" jobs on which women are employed? Yes_____ No_____

Replacement of males by women determined?

13. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes_____ No_____

In consultation with foreman

By performance considered in giving consideration in fixing rates of women

(2)

14. Placement on shifts: Number of shifts plant operates: 1____ 2____ 3____

a. Check shifts on which women are employed: 1st_____ 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

C Frequency of rotation: _____

~~Does management~~ Jot discuss on basis of job evaluation procedure used in setting rates for all jobs
Yes — No —. Comment:

~~What basis does company give you as its grounds~~
~~In evaluating jobs~~ Final
~~Are the~~ 11. Is job evaluation the procedure used for ~~management~~ as the basis for setting rates in all jobs: Yes — No — Comment.
12. Is comparability of performance
13. Are there any etc

Attach case, if favorable

D. War Labor Board Case -

1. If any War Labor Board case affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc., explain.

2. Status of case:

   a. Pending:

   b. Settled:

3. Discuss benefits to women workers:

Recommendations made by agent to Union people

(1809) U. S. DEPARTMENT OF LABOR 1
WOMEN'S BUREAU
WASHINGTON

DATE .....
AGENT .....
CITY .....

Firm Schedule

1. Firm name ..... 2. Address .....

3. Persons interviewed and title .....

4. Corporation ..... Partnership ..... Individual ..... Contract firm .....

5. Number of firm members ..... 6. Work done by firm members .....

7. Firm in business since ..... In city since ..... Came from .....

8. Price range of hats: Lowest ..... Highest ..... Largest volume .....

9. Operating methods: Own designer ..... Manufactured from submitted samples ..... Other .....

10. Selling methods: Firm's salesman: Salary ..... Sell in shop .....
Commission ..... Sell on road .....
Salary and commission ..... Both .....
Group commission salesman ..... Resident buyer ..... Other .....

11. Percent sales to jobbers	Syndicate or chain store	Retailers .....
Main price of hat:	.....	.....
12. Discount on sales:	.....	.....
Special:	.....	.....
Extra service:	.....	.....
13. Percent returns from:	.....	.....

14. Purchasing practices (materials) .....

15. Credit facilities: Bank ..... Finance company ..... Supply houses .....
Other .....

16. Production 1937:

Type hat	*Price range*	*Dozens produced*	*Gross sales*
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....

Returns ..... Net sales .....

17. Employees: 1937 (From sheet 2 if taken)

Employer's statement:	*Total*	*Cutters*	*Blockers*	*Operators*	*Trimmers*	*General factory*	*All other*
Usual number.....	.....	.....	.....	.....	.....	.....	.....
18. Method of pay.....		.....	.....	.....	.....	.....	.....
Standard overtime.....		.....	.....	.....	.....	.....	.....

Remarks .....

19. Usual weekly schedule of hours ..... Daily .....

20. New workers: Trained in shop ..... Trade school ..... Other .....

U. S. GOVERNMENT PRINTING OFFICE 41328

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

FIRM PRODUCTION

Firm name ..... *Address* .....

DATES	NUMBER WORKERS	TYPE HAT	PRICE RANGE	PRODUCTION	VALUE	TOTAL EARNINGS
					$	$

42 3

Budget Bureau No. 44-4630
Exp. 12-15-46

U. S. Department of Labor
WOMEN'S BUREAU
Washington

QUESTIONS AS TO WOMEN LEADERS IN UNIONS

Date _____

1. Name of union _____

2. Women members of executive board of national or international union

Name	Address

3. Other women officers of national or international union

Name	Position	Address

4. Women staff members employed by national or international union (include legislative directors, educational or research directors, organizers, field representatives, etc.)

Name	Position	Address

5. Other women members who currently are doing outstanding union work

Name	Position	Address

6. Other women leaders who in the past have done outstanding work at national or local level

Name	Position	Address

U. S. Department of Labor
WOMEN'S BUREAU
Washington

42

We have appreciated your help in the past in replying to our requests for data, and wish now to ask you for further aid. We are seeking information on the part women are taking in union affairs, especially the names of women who have been outstanding in the work they have done in the union.

With the increased importance of women in the labor force in this country, and their greater numbers in the labor unions, the Women's Bureau in the U. S. Department of Labor is looked to for definite information on women's participation in union affairs. From time to time such inquiries come to us from many sources, as for example, from the International Labor Office, from foreign countries, from individual agencies in the United States, and from union women themselves.

For this reason we hope to get the names of union women who are officers and members of executive boards, and also of others who have been doing active work, for example, on negotiations and grievance committees, in organizing, etc.

The questions enclosed are being sent to national and international unions having considerable membership of women. We shall be most appreciative if you can return replies to us promptly.

To give you material you may not have had as to the special activities of this Bureau with union women, I am enclosing a statement about our Labor Advisory Committee, and leaflets giving information on several subjects of special interest, some of them being based on an analysis of union contracts in war industries.

Sincerely yours,

Frieda S. Miller

Director

Enclosures.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

We are writing to ask your help in securing information on the part women are taking in union affairs, especially the names of women who have been outstanding in the work they have done in the union.

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To acquaint you with the special activities of this Bureau with union women, I am enclosing a statement about our Labor Advisory Committee, and leaflets giving information on several subjects of special interest, some of them being based on an analysis of union contracts in war industries.

Sincerely yours,

Frieda S. Miller

Director

Enclosures.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent _____ Date _____
Plant involved _____

Name, title, address of persons interviewed _____

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union _____ Affiliation _____
2. Local No. _____ Address _____
3. How long local organized? _____
4. Type of worker: (1) productive _____; (2) clerical _____; (3) maintenance _____
5. How long women members? _____
6. President's name and address, if not listed above _____
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women

8. Union cost to worker:

	Men	Women
a. Initiation fees		
b. Dues (specify period covered)		
c. Fines (" what for)		
d. Other		

9. Women's local union activities:

   a. Union committees on which women serve:

   b. List other committees:

   c. Local union offices held by women:

   d. Attendance at union meetings:

10. Union program for increasing women's participation in union activities: (Give source of comments.)

11. Attitude of local union officials interviewed toward:
   a. Continued employment of women:

   b. Equal pay

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant _____

2. Address _____

3. Product _____

4. How long since union had contract in this plant: _____

5. Payment of dues: Checkoff_____ Steward_____ Other (specify)_____

6. How long women in this plant members of union: _____

7. Were women employed on production in this plant in normal times: _____

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes_____ No_____

No. men_____ No. women_____

b. Labor management committees: Yes_____ No_____

No. men_____ No. women_____

c. Shop steward: No. men_____ No. women_____

d. Grievance committees: No. men_____ No. women_____

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committees	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members: _____

_____

_____

_____

_____

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

b. Training and upgrading opportunities:

c. Seniority rights:

d. Special activities in regard to community services:

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

    a. Continued employment:

    b. Equal pay

    c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

C. Plant Practices: (Productive workers)

1. Are there any:

   a. So called "women's jobs"? Yes_____ No_____

   b. Men's jobs on which women are employed? Yes_____ No_____

   c. Are inexperienced men and women generally started on same job?
   Yes_____ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No_____
   (2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

   a. By decision of management? Yes_____ No_____

   b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

   If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3_____

a. Check shifts on which women are employed: 1st_____ 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men_____ Women_____
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men_____ Women_____
   b. Paid for: Men_____ Women_____
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge:_____
   c. Leave of absence_____
      (1) If yes, what is time limit?_____
      (2) Are seniority rights retained? Yes_____ No_____
      (3) With pay? Yes (specify length)_____ No_____

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive)_____
   b. Piece_____

2. Are any occupations and rates specifically listed by male and female:
   Yes_____ No_____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female_____
   b. Lower for female _____
   c. Higher for female _____

E. Contracts (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No_____

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No_____

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No_____

(2) By equal pay clause: Yes_____ No_____

(3) By rate of job regardless of sex: Yes_____ No_____

d. Does contract openly discriminate against women: Yes_____ No_____

If so, explain:

e. No mention of women in contract: Yes_____ No_____ Explain:

3 Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men_____ Women_____

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Woman_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No_____

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes_____ No_____
If yes, state provisions.

F. War Labor Board Case

1. Title of case_____ Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Nov. 13, 1943

UNION AGREEMENTS - Womens Bureau War Industry Plants

1943

Type of Union	Affiliation	Name of Co.	Location	Product	Effective & Expiration date	Closed Shop
MACHINISTS						
International Association of Machinists (Local 721)	A.F. of L.	Wright's Automatic Machinery Co.	Durham, N.C.	Precision instruments for Navy	5/10/43 to 5/10/44	
International Union of Mine, Mill & Smelters Wrk's. (Local 249)	C.I.O.	Midwest Carbide Co	Keokuk, Iowa	Calcium carbide (used for welding) Fabricating gage steel drums	7/1/43 to 7/1/44 (change wage rates after reasonable notice)	

1942

MACHINISTS						
International Association of Machinists (Dist. #9)	A.F. of L.	Curtiss-Wright Corp. (airplane div.)	St. Louis, Missouri	Big cargo transport planes C-46 & P-40	4/27/42 to 4/27/43	
International Association of Machinists (Dist. #86)	"	General Iron Works	Denver, Colo.	Stern tubes, strut bearings, electric winches	11/5/42 to 11/5/43	
International Association of Machinists (Dist. #9)	"	McDonnell Aircraft Corp.	St. Louis, Missouri	Tail assemblies & control surfaces. Plastic div. making gun turret parts	9/30/42 to 7/1/43 & thereafter until the end of the war (emergency)	

See p. 3

UNION AGREEMENTS (CON'T.)

1942 (con't.)

Type of Union	Affiliation	Name of Co.	Location	Product	Effective & Expiration date	Closed Shop
INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURE IMPLEMENT WORKERS OF AMERICA						
(Local # 365)	C.I.O.	Brewster Aeronautical Corp.	Johnsville, Pa.	Bombers for G. B. & the Dutch gov't.	12/12/41 to 1/31/43	
(Local #856)	"	Goodyear Aircraft Corp.	Akron, Ohio	Wing tail & control surface assemblies	1/2/42 to 1/2/43	
~~U.A.W.~~	"	Ford Motor Co (all Ford plants) MASTER AGREEMENT	Edgewater, N.J.	Special packaging for other mfg's. of spare parts for overseas Ordnance Depots	11/4/42 to end of war (may reopen rate question every 6 mo.)	
Employees' Representative Association	Independent	Edward G. Budd Mfg. Co.	Philadelphia, Pa.	Stainless steel manifolds for aircraft engines	3/26/42 to 3/26/43	
Federal Labor Union (#22636)	A.F. of L.	Continental Roll & Steel Foundry Co.	East Chicago, Indiana	Armor tank castings	11/10/42 to 11/10/43	
United Rubber Workers' of Am. (Local #135)	C.L.O.	Dunlop Tire & Rubber Corp.	Buffalo, N.Y.	Tires and tubes for army	11/3/42 to 12/1/43	

UNION AGREEMENTS (CON'T.)

1942 (con't.)

Type of Union	Affiliation	Name of Co.	Location	Product	Effective & Expiration date	Closed Shop
United Aircraft Engine Workers Inc.	Independent	General Motors Corp. (Allison div.)	Indianapolis, Ind.	Liquid cooled aircraft engines (Allison type)	7/25/42 until (canceled by either party or modified by agreement of both parties)	
United Electrical, Radio & Machine Workers of America (Local #1001)	C.I.O.	P. R. Mallory & Co., Inc.	Indianapolis, Ind.	Bomb releases and aircraft parts assembly mainly	5/29/42 to 5/31/44 (rates may be changed each 5/31)	
Progressive Steel Workers Union	Independent	Wisconsin Steel Works (Int'l. Harvester Co.)	So. Chicago, Ill.	Merchant Mill products — rounds, shapes, flats, angles.	9/17/42 to the first 9/17 after the end of the war (Revision 2/11/43)	
		1941				
UNITED ELECTRICAL RADIO & MACHINE WORKERS of AMERICA						
Colt's Industrial Union (Local #270)	C.I.O.	Colt's Patent Fire Arms Mfg. Co.	Hartford, Conn.	Automatic pistols and revolvers, machine guns, cannon and anti-aircraft guns	9/12/41 to 9/12/42	

UNION AGREEMENTS (CON'T.)

1941 (con't.)

Type of Union	Affiliation	Name of Co.	Location	Product	Effective & Expiration date	Closed Shop
United Electrical Radio & Machine etc. (con't.)						
(Local #1102)	C.I.O.	Emerson Electric Mfg. Co.	St. Louis, Mo.	Gun turrets, boosters for artillery amm. and electric motors	8/1/41 to 8/1/43	
(Locals)	"	General Motors Corp.	C	All sub-assemblies for North American plants in Kansas City except wing center section	4/28/41 to 4/28/42	
(#717)	"	"	Warren, Ohio			
(#755)	"	"	Dayton, Ohio			
(#801)	"	"	"			
(#753)	"	"	"			
(#407	"	"	Bloomfield, N.J.			
International Union United Automobile Workers	C.I.O	A. C. Spark Plug	Flint, Michigan	Air cooled machine guns	6/3/41 to 4/28/42	
Independent Aero Parts Workers Assc.	Independent	Aero Parts Mfg. Co.,Inc.	Wichita, Kansas	Sheet metal sub-assemblies for aircraft companies	10/1/41 to end of war (change rates by 30 day notice)	

LIST OF CONTRACTS

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CURRENT CONTRACTS OF THE UNITED ELECTRICAL WORKERS, CIO

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
CIO United Electrical Radio and Machine Local 813	Sunbeam Electric Mfg. Co. Evansville, Indiana OK (Sow women)	12/22/42	12/21/43	
" " Local 902	Farnsworth Television and Radio Corporation Fort Wayne, Indiana OK (good 500 total)	4/17/41	12/5/43	
Local 907	Fort Wayne Dairy Equipment 1600 Winter St., Fort Wayne, Indiana OK (not W.B. info)	6/1/37	5/31/44	
Local 1150	Standard X-Ray Co. 1932-42 N. Bushing St., Chicago, Ill.	6/5/43	6/4/44	
Local 1153	Eclipse Fuel Eng. Co. 701 South Main St., Rockford, Ill.	2/1/43	2/1/44	
Local 1149	Belmont Radio Corp. 5921 W. Dickens Ave., Chicago, Ill. Rebuked by WB	3/15/43	3/15/44	
Local 910	Magnavox Co Dup. OK	3/1/43	3/1/44	
Local 1150	Wheelco Instrument Co., 1931 South Halsted St., Chicago, Ill.	7/30/43	7/30/44	
Local 1150	Glass Coffee Brewer Corp. 325 N. Wells St., Chicago, Illinois	7/23/42	7/22/44	
Local 1111	Phoenix Products Co. Milwaukee, Wisconsin (no WB info)	4/4/43	4/3/44	
Local 905	Square D. Co. OK Instrument Co. Peru., Indiana = Kleinman Co	11/17/41	11/16/43 Dur.	Amendment on vacation 1943
" 1001	P. Ballantine & Co. Indianapolis (1500 women)	WB has contract		

LIST OF CONTRACTS

3 Ind
3 Ill
3 Wis
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CURRENT CONTRACTS OF THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
CIO Local 9	Bendix Home Appliances OK 3300 W. Sample St., South Bend, Indiana	4/29/41	4/28/44	
Local 244	The Massey-Harris Co., Racine, Wis.	3/10/42	3/10/44	
Local 77	Yates-American Machine Co. 729 Fourth St., Beloit, Wisconsin	7/29/42	4/30/44	
Local 992	Oakes Products Division Houdaille--Hershey Corp. North Chicago, Ill.	6/17/43	6/16/44	
Local 940	Pierce Governor Co. don't have one 1625 Ohio St., Anderson, Ind.	6/19/43	6/18/44	
Local 340	Asbesto Mfg. Co. don't have one Huntington, Indiana	5/15/42	5/14/44	Amended July 29, 1941 Wages and other working conditions.
Local 453	Gruver Manufacturing 2456 West Jackson Blvd Chicago, Ill.	5/26/43	5/26/44	
Local 33	Sterling Motor Truck Co. 2021 So. 54th St., Milwaukee, Wisconsin	5/17/43	5/16/44	
Local 717	Chicago Extruded Metals 1602-1642 So. 54th Avenue Cicero, Ill.	8/1/43	7/31/44	

LIST OF CONTRACTS

3 Ind. 2 Sell 3 Wis

CONTRACTS OF THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO

Name of Union		Name and address of employer	Date of contract	Duration	Amendment date
I.U.U.A.A.A.I.W.of A.					
CIO	Local 758	Autovent Fan and Blower Chicago, Ill.	11/30/42	11/29/43	
	Local 924	R. M. Thomas Co. Inc. ✓ Muncie, Indiana	11/21/42	11/21/43	
	Local 941	Chicago Tele. and Sup. Co. ✓ Elkhart, Indiana	11/24/42	11/24/43	
	Local 764	Excel Curtain Co., Inc. Elkhart, Indiana	1/1/42	12/31/43	
	~~Local 186~~ Withdrawn from steel	Pressed Steel Car Co. Inc. Pittsburgh, Pa. (Hegewisch Station, Chicago) steel mill	3/1/43	3/1/44	
	Local 391	Webster Electric Co. Racine, Wisconsin	2/9/40	2/9/44	Amended Jan. 1, 1941 Wage rate Amended Nov. 25, 1942 Female to receive same rate as male if replacing male
	Local 578	Oshkosh Motor Truck Inc. Oshkosh, Wisconsin	2/19/40	2/18/44	
	Local 81	Union Malleable Iron Co. of Deere And Co., East Moline, Ill.	3/22/43	3/9/44	
	Local 234	Iroquois Foundry Co. 1600 Layard Ave., Racine, Wisconsin	3/10/42	3/9/44	

LIST OF CONTRACTS

1 Ind. Ill Wis

CONTRACTS OF THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO

Number of Union	Name and address of employer	Date of contract	Duration	Amendment date
CIO Local 264	Federal Malleable Co. West Allis, Wisconsin	1/1/42	Duration of war	
Local 57	Fort Wayne Works International Harvester Co. Fort Wayne, Indiana	1/9/42	Duration of war	
Local 57	Young Radiator Co. Racine, Wisconsin	7/18/40	5/31/43	Supplement Nov. 1, 1942 Employment of women
Local 72	Nash-Kelvinator Corp. 14250 Plymouth Rd., Detroit, Michigan	4/1/41	8/31/44	
	Agreement amended March 30, 1942 to remain in force and effect until completion of Gov. contract or Sept. 1, 1942 on the manufacture of trailers.			
Local -	General Motors Corp.	10/5/42	10/5/43	
Local 594	Yellow Truck & Coach Mfg. Co. 660 S. Boulevard Pontiac, Michigan	12/28/42	10/5/43	Amendment 2/25/43 Wage agreement - equal pay
Local 9	Bendix Aviation Corp.	2/1/42	Duration	
	McQuay-Norris Mfg. Co.	10/1/42	10/1/43	
Local 231	McQuay-Norris Mfg. Co. St. Louis, Missouri	10/1/41	10/1/42	
Local 315	McQuay-Norris Mfg. Co. Connersville Div. Plants	10/1/41	10/1/42	
Local 226	McQuay-Norris Mfg. Co. Indianapolis Div. Plant	10/1/41	10/1/42	

LIST OF CONTRACTS

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CURRENT CONTRACTS OF THE UNITED ELECTRICAL WORKERS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
A.F. of L. International Brotherhood Electrical Workers 715	Milwaukee Broadcasting Co. Radio Station WEMP 710 No. Plankinton Ave. Milwaukee, Wisconsin	3/1/43	2/29/44	
Local 916	Liberty Electric Co. OK (good rig) Indianapolis, Indiana	2/3/43	2/4/44	
Local 965	Wisconsin Power and Light 122 W. Washington Ave. Madison, Wisconsin	12/1/40	11/30/43	Supplement Jan. 22, 1941 Hours and wages
Local 1160	Farnsworth Television and Radio Corp. also TO Fort Wayne, Indiana	2/24/41	2/24/44	Supplement Feb. 1942 Rate schedule
Locals 1212, 1220 & 40	Columbia Recording Corp. 1473 Barnum Avenue Bridgeport, Conn.	2/1/43	2/1/44	
Local B-134	Steber Mfg. Co. Chicago, Ill.	12/5/42	12/5/43	
Local 494	Wisconsin Gas and Elect. 100 Third St., Racine, Wisconsin	1/1/43	12/31/43	
Local B-134	Middle States Tele. Co. Park Ridge and Des Plaines Illinois exchanges	5/1/43	4/30/44	
Local 430	Superior Electrical Inds. 2614 W. North Ave., Chicago, Ill.	4/6/42	4/6/44	
Local B-48	Wabash Telephone Co. Bloomington, Ill.	3/1/43	5/31/44	

LIST OF CONTRACTS

CONTRACTS OF THE UNITED ELECTRICAL WORKERS, A.F. of L.

Name of Union	Name and address of employer	Date of contracts	Duration	Amendment date
A.F. of L.				
International Brotherhood Electrical Workers				
Local 134	Illinois Bell Tele. Co. Chicago, Ill.	4/14/41	5/31/44	Amended Dec. 21, 1941 Wage rate and certain working conditions
Local 702	Central Illinois Electric and Gas Co. Rockford, Lincoln, Ill.	6/1/41	5/31/44	
Local 702	Illinois Central Tele. Co. 415 E. Adams St., Clinton, Ill.	7/1/42	6/30/44	
Local 309 transferred to 702 7/1/42				
Local B-1031	Wells-Gardner and Co. 2701 N. Kildare Ave. Chicago, Ill.	6/16/37	6/15/44	
Local of L.	Clifford-Jacobs Forging Champaign, Ill.	12/8/42	9/25/44	
Local 715	Hearst Radio, Inc.	9/7/42	9/6/44	
Local B-715	Lion Mfg. Co. 2640 Belmont Ave., Chicago, Ill.	7/15/43	7/14/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Machinists A.F. of L.				
Local 34	Snap on Tools Corp. Kenosha, Wisconsin	11/7/42	11/6/43	
Local 229	Chicago Tele. Supply Co. Elkhard, Indiana	12/1/42	11/30/43	Amended 4/1/43 Wages
Local 1251	American Fork and Hoe Co. 1910 Keith Building Evansville, Indiana	4/9/42	11/30/43	
Local 8	Sciaky Brothers 4915 West 67th St., Chicago, Ill.	12/1/42	12/1/43	
Local 8	Hills McCanna Co., Chicago, Ill.	12/1/42	12/1/43	
Local 822	Quincy Compressor Co. Quincy, Ill	1/8/43	1/7/44	
Local 1251	Bucyrus Erie Co., Evansville, Indiana	1/12/43	1/12/44	
Local 1259	Hart-Carter Co., The Lauson Division New Holstein, Wisconsin	2/1/42	1/31/44	
Local 10	Stroh Die Moulded Casting 525 E. Michigan St., Milwaukee, Wisconsin	2/43	2/44	
Local 701	Tribune Company Chicago, Ill.	2/14/43	2/14/44	
Local 1000	Meadows Division Elec. Household Util. Corp. Bloomington, Ill.	2/16/43	2/1/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Machinists A.F. of L.				
Local 108	United Wallpaper Factories Montgomery, Ill.	3/8/43	3/7/44	
Local 111	Webster Electric Co. Racine, Wisconsin	3/4/40	3/4/44	Amended Jan. 1, 1943 Wages
Local 510	Badger Trailer & Body Corp. 415 S. 3rd St., Milwaukee, Wisconsin	3/3/43	3/3/44	
Local 1526	Jungers Stove and Range Co. Grafton, Wisconsin	3/30/43	3/31/44	
Local 8	G & W Electric Specialty Chicago, Ill.	5/1/43	4/30/44	
Local 8	Brust-Harig Mfg. Co. 1735 Carroll Ave. Chicago, Ill.	9/11/41	4/30/44	
Local 8	Quality Hardware and Mach. 5849 N. Ravenswood Ave. Chicago, Ill.	5/3/42	4/30/44	
Local 34	Holm's Mfg. Co. 1303 - 35th St. Kenosha, Wisconsin	4/15/43	4/15/44	
Local 113	Webster Chicago Corp. 5622 Bloomingdale Ave. Chicago, Ill.	5/1/42	4/30/44	
Local 113	Aircraft and Diesel Equip. 4401 N. Ravenswood Ave. Chicago, Ill.	9/24/42	4/30/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Machinists A.F. of L.				
Local 360	Marcus Iron Works 1902 S. Washington St. Peoria, Ill.	5/1/42	4/30/44	
Local 1096	Fairbanks, Morse and Co. Freeport, Ill.	4/19/43	4/18/44	
Local 1078	C.A. Dunham Co.-Prier Div. Dunham Building 450 E. Ohio St. Chicago, Ill.	4/5/43	4/4/44	
Local 1202	Durabilt Steel Locker Co. Aurora, Ill.	8/16/42	4/31/44	Supplement agreement on wages dated Feb. 23, /43 pending action of WLB
Local 10	Blackhawk Mfg. Co. Milwaukee, Wisconsin	6/1/43	5/30/44	
Local 111	The Christensen Machine Co. 100 Fourth St. Racine, Wisconsin	6/1/42	5/31/43	
Local 1516	Mid-State Mfg. Co. Waupum, Wisconsin	6/1/42	6/1/44	
Local 1466	Staley Mfg. Co. (no info) Columbus, Indiana	5/8/43	5/8/44	
Local 10	Milwaukee Gear Co. Milwaukee, Wisconsin	2/29/42	6/28/44	
Local 493	W. C. Starr, Inc. Decatur, Ill.	6/12/43	6/12/44	
Local 701	W. D. Foreman Local office 113 S. Ashland St. 5353qSouth 25? St. Chicago, Ill.	6/15/42	6/14/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Machinists A.F. of L.				
Local 1022	Zenite Metal Corp. no info 201 North West St. Indianapolis, Indiana	7/1/43	6/30/44	
Local 1367	Otto Biefeld Co. Inc. Watertown, Wisconsin	7/1/42	6/30/44	
Local 1384	Aaron H. Huguenard motor plant Associated Building South Bend, Indiana	6/15/41	6/30/44	
Local 10	Perfex Corporation 500 West Oklahoma Ave. Milwaukee 7, Wisconsin	8/3/42	7/31/44	Vacation amendment pending WLB action September 7, 1943
Local 163	Godfrey Conveyor Co. no info Elkhart, Indiana	7/18/41	7/17/44	
Local 215	American Hydraulics Inc. Sheboygan, Wisconsin	7/15/42	7/14/44	Wages amended March 26, 1943
Local 1227	McGill Mfg. Company no info Valparaiso, Indiana	7/1/41	7/1/44	
Local 292	Bell Bakeries, Inc. no info Terre Haute, Indiana	4/9/42	4/9/45	
Local 701	Tropic-Aires, Inc. 4501 W. Augusta Blvd. Chicago, Ill.	9/21/42	3/31/45	
Local 10	Wisconsin Machinery and Manufacturing Co. Milwaukee, Wisconsin	10/31/41	10/30/43 Duration	
Local	Johnson Fare Box Co. 4619 N. Ravenswood Ave. Chicago, Ill.	10/14/42	10/13/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Machinists A.F. of L.				
Local 8	Kellogg Switchboard Supply 6650 S. Cicero Ave. Chicago, Ill.	10/16/42	10/1/44	
Local 9	Int. Shoe Co. St. Louis, Mo.	8/3/43	10/31/44	
Local 1377	Michael Bundt Co. 225 N. Grand Ave. Waukesha, Wisconsin	9/14/43	9/12/44	
Local 10	Advance Tool and Die Casting 3760 N. Holton St. Milwaukee 12, Wisconsin	10/1/42	9/30/44	
Local 10	Bradley Wash Fountain Co. 2203 W. Michigan St. Milwaukee, Wisconsin	11/13/43	9/30/44	
Local 599	Texas Quarries, Inc. Bedford, Ind.	4/1/42	Duration	
Local 599	The Indian Hill Stone Co. Bloomington, Indiana	4/1/42	Duration	
Local 599	Heltonville Ordnance Co. Heltonville, Indiana	4/2/42	4/1/43	
Local 790	International Harvester Co. 180 N. Michigan Ave. Chicago, Ill.	7/1/43	6/30/44	
Local 1227	McGill Manufacturing Co. Inc. Valparaiso, Ind.	8/1/43	6/30/46 Duration	
Local 1377	Waukesha Motor Company Waukesha, Wisconsin	10/20/41	10/1/42	

LIST OF CONTRACTS

Current Contracts BLS analyzed by Mrs. O'Connor.

local no, U. Auto, CIO		Date	Duration	Amendment
CIO —	Gen. Motors Corp.	10-5-42	10-5-43	
Local 594	Yellow Truck + Coach. Pontiac, Mich	12-28-42	10-5-43	2-25-43 Equal Pay
Local 9	Bendix Aviation Corp. South Bend Ind.	2-1-42	Duration	
Local 315	McQuay-Norris Mfg Co. Connersville, Ind.	10-1-41	10-1-42	
Local 226	McQuay-Norris Mfg Co. Indianapolis Div. Plant	10-1-41	10-1-42	

LIST OF CONTRACTS

Plants Scheduled by Women's Bureau

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Federal Labor Union No. 22836 of the A.F. of L.	Continental Roll & Steel Foundry Co. East Chicago Division East Chicago, Indiana	11/10/42	11/10/43	
United Electrical, Radio and Machine Workers of America Local 1001	P. R. Mallory & Company, Inc. Indianapolis, Indiana	5/29/42	5/31/44	

Plants

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE UNITED ELECTRICAL WORKERS, CIO

Spring

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
CIO United Electrical Radio and Machine Local 813	Sunbeam Electric Mfg. Co. Evansville, Indiana	12/22/42	12/21/43	
" " Local 902	Farnsworth Television and Radio Corporation Fort Wayne, Indiana	4/17/41	12/8/43	
Local 907	Fort Wayne Dairy Equipment 1600 Winter St., Fort Wayne, Indiana	6/1/37	5/31/44	
Local 1150	Standard X-Ray Co. 1932-42 N. Bushing St., Chicago, Ill.	6/3/43	6/4/44	
Local 1153	Eclipse Fuel Eng. Co. 701 South Main St., Rockford, Ill.	2/1/43	2/1/44	
Local 1149	Belmont Radio Corp. 5921 W. Dickens Ave., Chicago, Ill.	3/15/43	3/15/44	
Local 1150	Wheelco Instrument Co., 1931 South Halsted St., Chicago, Ill.	7/30/43	7/30/44	
Local 1150	Glass Coffee Brewer Corp. 325 W. Wells St., Chicago, Illinois	7/23/42	7/22/44	
Local 1111	Phoenix Products Co. Milwaukee, Wisconsin	4/4/43	4/3/44	
Local 905	Square D. Co. Peru., Indiana	11/17/41	11/16/43 Dur.	Amendment on vacation 1943

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
CIO Local 9	Bendix Home Appliances 3300 W. Sample St., South Bend, Indiana	4/29/41	4/28/44	
Local 244	The Massey-Harris Co., Racine, Wis.	3/10/42	3/10/44	
Local 77	Yates-American Machine Co. 729 Fourth St., Beloit, Wisconsin	7/29/42	4/30/44	
Local 992	Oakes Products Division Houdaille--Hershey Corp. North Chicago, Ill.	6/17/43	6/16/44	
Local 940	Pierce Governor Co. 1625 Ohio St., Anderson, Ind.	6/19/43	6/18/44	
Local 340	Asbesto Mfg. Co. Huntington, Indiana	5/15/42	5/14/44	Amended July 29, 1941 Wages and other working conditions.
Local 453	Gruver Manufacturing 2456 West Jackson Blvd Chicago, Ill.	5/26/43	5/26/44	
Local 33	Sterling Motor Truck Co. 2021 So. 54th St., Milwaukee, Wisconsin	5/17/43	5/16/44	
Local 717	Chicago Extruded Metals 1602-1642 So. 54th Avenue Cicero, Ill.	8/1/43	7/31/44	

LIST OF CONTRACTS

CONTRACTS OF THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO

Name of Union		Name and address of employer	Date of contract	Duration	Amendment date
I.U.U.A.A.A.I.W.of A.					
CIO	Local 758	Autovent Fan and Blower Chicago, Ill.	11/30/42	11/29/43	
	Local 924	R. M. Thomas Co. Inc. Muncie, Indiana	11/21/42	11/21/43	
	Local 941	Chicago Tele. and Sup. Co. Elkhart, Indiana	11/24/42	11/24/43	
	Local 764	Excel Curtain Co., Ind. Elkhart, Indiana	1/1/42	12/31/43	
	Local 166	Pressed Steel Car Co. Inc. Pittsburgh, Pa. (Hegewisch Station, Chicago)	3/1/43	3/1/44	
	Local 391	Webster Electric Co. Racine, Wisconsin	2/9/40	2/9/44	Amended Jan. 1, 1941 Wage rate Amended Nov. 25, 1942 Female to receive same rate as male if replacing male
	Local 578	Oshkosh Motor Truck Inc. Oshkosh, Wisconsin	2/19/40	2/18/44	
	Local 81	Union Malleable Iron Co. of Deere And Co., East Moline, Ill.	3/22/43	3/9/44	
	Local 234	Iroquois Foundry Co. 1600 Layard Ave., Racine, Wisconsin	3/10/42	3/9/44	

LIST OF CONTRACTS

CONTRACTS OF THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO

Number of Union		Name and address of employer	Date of contract	Duration	Amendment date
CIO	Local 264	Federal Malleable Co. West Allis, Wisconsin	1/1/42	Duration of war	
	Local 57	Fort Wayne Works International Harvester Co. Fort Wayne, Indiana	1/9/42	Duration of war	
	Local 37	Young Radiator Co. Racine, Wisconsin	7/18/40	5/31/43	Supplement Nov. 1, 1942 Employment of women
	Local 72	Nash-Kelvinator Corp. 14250 Plymouth Rd., Detroit, Michigan	4/1/41	8/31/44	Agreement amended March 30, 1942 to remain in force and effect until completion of Gov. contract or Sept. 1, 1942 on the manufacture of trailers.
- - - -		General Motors Corp.	10/5/42	10/5/43	
Local 594		Yellow Truck & Coach Mfg. Co. 660 S. Boulevard Pontiac, Michigan	12/28/42	10/5/43	Amendment 2/25/43 Wage agreement - equal pay
Local 9		Bendix Aviation Corp. South Bend, Indiana	2/1/42	Duration	
Marty		McQuay-Norris Mfg. Co.	10/1/42	10/1/43	
Local 231		McQuay-Norris Mfg. Co. St. Louis, Missouri	10/1/41	10/1/42	
Local 315		McQuay-Norris Mfg. Co. Connersville Div. Plants	10/1/41	10/1/42	
Local 226		McQuay-Norris Mfg. Co. Indianapolis, Div. Plant	10/1/41	10/1/42	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE UNITED ELECTRICAL WORKERS, A.F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
A.F. of L. International Brotherhood Electrical Workers 715	Milwaukee Broadcasting Co. Radio Station WEMP 710 No. Plankinton Ave. Milwaukee, Wisconsin	3/1/43	2/29/44	
Local 916	Liberty Electric Co. Indianapolis, Indiana	2/3/43	2/4/44	
Local 965	Wisconsin Power and Light 122 W. Washington Ave. Madison, Wisconsin	12/1/40	11/30/43	Supplement Jan. 22, 1941 Hours and wages
Local 1160	Farnsworth Television and Radio Corp. Fort Wayne, Indiana	2/24/41	2/24/44	Supplement Feb. 1942 Rate schedule
Locals 1212, 1220 & 40	Columbia Recording Corp. 1473 Barnum Avenue Bridgeport, Conn.	2/1/43	2/1/44	
Local B-134	Steber Mfg. Co. Chicago, Ill.	12/5/42	12/5/43	
Local 494	Wisconsin Gas and Elect. 100 Third St., Racine, Wisconsin	1/1/43	12/31/43	
Local B-134	Middle States Tele. Co. Park Ridge and Des Plaines Illinois exchanges	5/1/43	4/30/44	
Local 450	Superior Electrical Inds. 2614 W. North Ave., Chicago, Ill.	4/6/42	4/6/44	
Local B-48	Wabash Telephone Co. Bloomington, Ill.	3/1/43	3/31/44	

LIST OF CONTRACTS

CONTRACTS OF THE UNITED ELECTRICAL WORKERS, A.F. of L.

Name of Union	Name and address of employer	Date of contracts	Duration	Amendment date
A.F. of L.				
International Brotherhood Electrical Workers				
Local 134	Illinois Bell Tele. Co. Chicago, Ill.	4/14/41	5/31/44	Amended Dec. 21, 1941 Wage rate and certain working conditions
Local 702	Central Illinois Electric and Gas Co. Rockford, Lincoln, Ill.	6/1/41	5/31/44	
Local 702	Illinois Central Tele. Co. 415 E. Adams St., Clinton, Ill.	7/1/42	6/30/44	
Local 309 transferred to 702 7/1/42				
Local B-1051	Wells-Gardner and Co. 2701 N. Kildare Ave. Chicago, Ill.	6/16/37	6/15/44	
A.F. of L.	Clifford-Jacobs Forging Champaign, Ill.	12/8/42	9/25/44	
Local 715	Hearst Radio, Inc.	9/7/42	9/6/44	
Local B-715	Lion Mfg. Co. 2640 Belmont Ave., Chicago, Ill.	7/15/43	7/14/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A. F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment
Machinists A. F. of L				
Local 34	Snap-on Tools Corp. [illegible] Wisconsin	11/7/42	11/6/43	
~~Local 702~~	Chicago Tele. Supply Co. [illegible] Indiana	~~12/1/42~~ 2/12/43	~~11/30/43~~ 2/12/44	Amended 4/1/43 Wages
Local 1231	American Fork and Hoe Co. 1910 Keith Building Evansville, Indiana	4/9/42	11/30/43	
Local 8	Scisky Bros. 4915 West 67th St., Chicago, Ill.	12/1/42	12/143	
Local 8	Hills McCanna Co., Chicago, Ill	12/1/42	12/1/43	
Local 599	Texas Quarries, Inc. Bedford, Indiana	2/1/42	1/31/44	
Local 822	Quincy Compressor Co., Quincy, Ill.	1/8/43	1/7/44	
Local 1231	Bucyrus Erie Co., Evansville, Indiana	1/12/43	1/12/44	
Local 1259	Hart-Carter Co., The Lauson Division New Holstein, Wis.	2/1/42	1/31/44	
Local 10	Stroh Die Moulded Casting 525 E. Michigan St., Milwaukee, Wisc.	2/43/	2/44	
Local 701	Tribune Company Chicago, Ill	2/11/43	2/11/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A. F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment
Machinists A. F. of L.				
Local 1000	Meadows Division Electric Household Util. Corp. Bloomington, Ill	2/16/43	2/1/44	
Local 108	United Wallpaper Factories Montgomery, Ill.	3/8/43	3/7/44	
Local 111	Webster Electric Co., Racine, Wisconsin	3/4/40	3/4/44	Amended Jan. 1, 1943 - Wages
Local 510	Badger Trailer & Body Corp 415 S. 3rd St., Miluwakee, Wisconsin	3/3/43	3/3/48	
Local 1326	Jungers Stove and Range Co. Grafton, Wisconsin	3/30/43	3/31/44	
Local 8	G & W Electric Specialty Chicago, Ill	5/1/43	4/30/44	
Local 8	Brust-Harig Mfg. Co. 1735 Carroll Ave. Chicago, Ill	9/11/41	4/30/44	
Local 8	Quality Hardware and Mach. 5849 N. Ravenswood Ave., Chicago, Ill	5/3/42	4/30/44	
Local 34	Holm's Mfg. Co., 1303 - 35th St., Kenosha, Wisconsin	4/15/43	4/15/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A. F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment
Machinists. A. F.of L.				
Local 1466	Staley Mfg. Co. Columbus, Indiana	5/8/43	5.8.44	
Local 10	Milwaukee Gear Co. Milwaukee, Wis.	2/29/42	6/28/44	
Local 493	W. C. Starr, Inc. Decatur, Ill	6/12/43	6/12/44	
Local 701	W. D. Foreman, Local office 113 S. Oakland St. 5353 South W5. St., Chicago, Ill	6/15/42	6/14/44	
Local 1022	Senite Metal Corp. 201 North West St., Indianapolis, Indiana	7/1/43	6/30/44	
Local 1367	Otto Biefeld Co. Inc. Watertown, Wis	7/1/42	6.30.44	
Local 1384	Aaron H. Huguenard Associated Building South Bend, Indiana	6/15/41	6.30/44	
Local 10	Perfex Corporation 500 West Oklahoma Ave., Milwaukee 7, Wis.	8/3/42	7/31/44	Vacation amend ment pending WLB action. Sept. 7. 1943
Local 163	Godfrey Conveyor Co. Elkhart, Indiana	7/18/41	7/17/44	
Local 215	American Hydraulics Inc. Sheboygan, Wisc.	7/15/42	7/14/44	Wages amended Mar. 26/1943
Local 1227	McGill Mfg. Company Valparaiso, Indiana	7/1/41	7/1/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A. F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment
Machinists, A. F. of L.				
Local 113	Webster Chicago Corp. 5622 Bloomingdale Ave., Chicago, Ill	5/1/42	4/30/44	
Local 113	Aircraft and Diesel Equip. 4401 N. Ravenswood Ave. Chicago, Ill	9/24/42	4/30/44	
Local 360	Marcus Iron Works 1902 S. Washington St., Peoria, Ill	5/1/42	4/30/44	
Local 1096	Fairbanks, Morse and Co. Freeport, Ill.	4/19/43	4/18/44	
Local 1078	C. A. Dunham Co-Prier Div. Dunham Building 450 E. Ohio St., Chicago, Ill	4/5/43	4/4/44	
Local 1202	Durabilt Steel Locker Co. Aurora, Ill	8/16/42	4/31/44	Supplement agreement on wages Dated Feb.23, 43 pending action of WLB
Local 10	Blacknawk Mfg. Co. Milwaukee, Wis	6/1/43	5/30/44	
Local 111	The Christensen Machine Co. 100 Fourth St., Racine, Wisc.	6/1/42	5/31/43	
Local 1516	Mid-State Mfg. Co. Waupum, Wisc	6/1/42	6/1/44	

LIST OF CONTRACTS

CURRENT CONTRACTS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, A. F. of L.

Name of Union	Name and address of employer	Date of contract	Duration	Amendment
Machinists F. F. of L				
Local 292	Bell Bakeries, Inc. Terre Haute, Ind.	4/9/42	4/9/45	
Local 701	Tropic-Aires, Inc 4591 W. Augusta Blvd., Chicago, Ill	9/21/42	3/31/45	
Local 10	Wisconsin Machinery and MFG. Co. Milwaukee, Wisconsin	10/31/41	10/30/43	Dureation
Local	Johnson Fare Box Co. 4619 N. Ravenswood Ave., Chicago, Ill	10/14/42	10/13/44	
Local 8	Kellogg Switchboard Supply 6650 S. Cicero Ave., Chicago, Ill	10/16/42	10.1/44	
Local 9	Int. Shoe Co. St. Louis, Mo	8/3/43	10/31/44	
Local 1377	Michael ~~Smith~~ Yundt Co. 225 N. Grand Ave., Waukesha, Wisc	9/14/43	9/12/44	
Local 10	Advance Tool and Die Casting 3760 N. Holton St., Milwaukee, 12, Wis.	10/1/42	9/30/44	
Local 10	Bradley Wash Fountain Co. 2203 W. Michigan St., Milwaukee, Wis	11/13/43	9/30/44	
Local 599	Texas Quarries, Inc. Bedford, Ind.	4/1/42	Duration	

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Machinists A. F. of L.

Local 599	The Indian Hill Stone Co. Bloomington, Indiana	4/1/42	Duration
Local 599	Heltonville Ordnance Co Heltonville, Indiana	4/2/42	4/1/43
Local 790	International Harvester Co. 180 N. Michigan Ave., Chicago, Ill	7/1/43	6/30/44
Local 1227	McGill Manufacturing Co. Inc Va paraiso, Ind.	8/1/43	6.30/46 Duration
Local 1377	Waukesha Motor Company Waukesha, Wisconsin	10/20/41	10/1/42

LIST OF CONTRACTS

Plants Scheduled by Women's Bureau

Name of Union	Name and address of employer	Date of contract	Duration	Amendment date
Federal Labor Union No. 22636 of the A.F. of L.	Continental Roll & Steel Foundry Co. East Chicago Division East Chicago, Indiana	11/10/42	11/10/43	
United Electrical, Radio and Machine Workers of America Local 1001	P. R. Mallory & Company, Inc. Indianapolis, Indiana	5/29/42	5/31/44	

+ By pect w. to continue + on men's jobs
− " "Not" "
NR -
⊕ "womens" - former "or same product
X "new jobs only
⊗ Men's + W's jobs
✓ No program
✓✓ Have a
✓ AREA Code FOR PLANT

Union

✓ Union code

union | ✓ Locality code

{ N.R
O.S.
old select -

C -
I -
P -

Plant

✓ Product code

Women ✓ on Prod. Normal Times

Contract

Ne
No contract

R - Rate of job
X Does Not Obviate Disc by Eq Pay clause
✓ Has equal pay provision
✓✓ No Disc. Clause
⊙ Differential

Seniority NC.
NP-No Provis. (No Contract
X By sex Ent Plantwide
✓ Not by sex D Dept
✓o G Group Div Div
Not by sex except in Some depts

Plant Practice

M - men's
W - women's
B - Both
1

Seniority Pay
X By Sex Plant Wide
✓ Not By Sex D - Dept
✓o " " " except Some depts OC - Occup Group Div - Division G - Group
NL - No lists Kept
NC - "Contract

WLB

(300)

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

DATE .....
AGENT .....
CITY .....

Firm Schedule

1. Firm name ..... 2. Address .....

3. Persons interviewed and title .....

4. Corporation ..... Partnership ..... Individual ..... Contract firm .....

5. Number of firm members ..... 6. Work done by firm members .....

7. Firm in business since ..... In city since ..... Came from .....

8. Price range of hats: Lowest ..... Highest ..... Largest volume .....

9. Operating methods: Own designer ..... Manufactured from submitted samples ..... Other .....

10. Selling methods: Firm's salesman: Salary ..... Sell in shop .....
Commission ..... Sell on road .....
Salary and commission ..... Both .....
Group commission salesman ..... Resident buyer ..... Other .....

11. Percent sales to jobbers ..... Syndicate or chain store ..... Retailers .....
Main price of hat: ....

12. Discount on sales:
Special: " Locals 81
Extra service:
3. " by Areas

13. Percent returns from:
4.

14. Purchasing practices (materials) .....

15. Credit facilities: Bank ..... Finance company ..... Supply houses .....
Other .....

16. Production 1937:

Type hat	Price range	Dozens produced	Gross sales
Returns		Net sales	

17. Employees: 1937 (From sheet 2 if taken)

	Total	Cutters	Blockers	Operators	Trimmers	General factory	All other
Employer's statement:							
Usual number							

18. Method of pay .....
Standard overtime .....
Remarks .....

19. Usual weekly schedule of hours ..... Daily .....

20. New workers: Trained in shop ..... Trade school ..... Other .....

1. No. Plants - 92
2. " Locals 81
3. " by Areas
4.

1) No. W. Holding Offices
2) " " On Cards (UN & PLANT)
3) W. on Prod. Normal Times
4) No Shifts Plant operates
" W. on 1st 2nd 3rd
Plant By Seniority
5) Policy as to Maternity - Contr. - Practice
6) Lunch Periods - Contract - "
7) Rest " " "
8) Att. at Un Mtgs
9) Fines - Fees - Assessments
10) Dues
11) Contract - Type
12) Prog. for W.
13) Type of Jobs for W -
Attitude of Mgt - Contr. Emp

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✓ AREA CODE FOR PLANT

UNION

✓ Union Code

✓ Locality Code

{ NR
OS - old schedule

Attendance
Good = P
Fair = F
Poor = G

PLANT - UNION

✓ Production Code

✓ W.on Prod - Normal time ②

BARC. COM. } W. on = ✓
GRIEV. "
SHOP "

CONTRACT

NO CONTRACT = NC

① Beg. Rate -
Same M + W = ✓
NOT " " " = X

② Auto. Progress.
Same M + W = ①
NOT " " " = X

Equal Pay
" " clause ✓
" - Rate - Job = ①
" - Gen'l Nondisc. clause = ✓✓

① Seniority System -
Plant Wide = PW
Dep't'l. = D
Divisional = Div.
② By Seq = ✓
Not By " = X

Work 3 Abs
No Provis in Contract = ①

PRACTICE

PRACTICES:
W. on:
Many jobs = M
W ② " = W
Both = B

② Req. Job same = ✓
" " NOT " = X

② Other Jobs
same = ✓
not " = X
Rates same ✓✓
" NOT " = XX

② Comparability Det. By:
Management = M
Collective Barg = C
Job Eval. used = J

② Beginning Rate
Same = ✓
NOT " = X

(see comments)

② (Rarely)
W. Kept on lower paid Jobs longer than M = X
W. Not Kept on lower Paid job. = ✓
W. upgraded
By Seniority = ①
Not upg. by " = ②

Promotions
By Senior -

Mly Leave
All -
No Policy

Jobs RATE SHEETS:
W Maj. W. on:
TIME WORK = T
Piece " = P
Both = B

(2) Jobs Listed M + F.
Yes = ✓ NO = X

(3) Rates
Same M + W - ✓✓
Lower W X X
Jobs not same X

Buy seq - W & jobs - M & W jobs

only view ? repeat

on W & M jobs

NLB

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

1

DATE
AGENT
CITY

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9. Operating methods: Own designer ..... Manufactured from submitted samples ..... Other .....

10. Selling methods: Firm's salesman: { Salary ..... Sell in shop ..... / Commission ..... Sell on road ..... / Salary and commission ..... Both .....

Group commission salesman ..... Resident buyer ..... Other .....

11. Percent sales to jobbers ..... Syndicate or chain store ..... Retailers .....
Main price of hat: .....

12. Discount on sales: .....
Special: .....
Extra service: .....

13. Percent returns from: .....

14. Purchasing practices (materials) .....

15. Credit facilities: Bank ..... Finance company ..... Supply houses .....
Other .....

16. Production 1937:

Type hat	Price range	Dozens produced	Gross sales

Returns ..... Net sales .....

17. Employees: 1937 (From sheet 2 if taken)

	Total	Cutters	Blockers	Operators	Trimmers	General factory	All other
Employer's statement:							
Usual number							

18. Method of pay .....
Standard overtime .....
Remarks .....

19. Usual weekly schedule of hours ..... Daily .....

20. New workers: Trained in shop ..... Trade school ..... Other .....

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1. Date Union organized by date women became members

Date Union Organized	No. of Unions	Date women became members
		1934 etc. Same as date
Total Unions 1934 etc.		

2. Percent women members comprise of total membership of Unions

Total Unions

Under 10 percent.
10, under 25 percent
25 " 50 percent
50 " 75 "
75 " 100 "
100 percent

3. Offices held by women in Unions.

Composition of Women members	No. of Unions	Pres.	Vice Pres.	Rec. Sec.	Fin. Sec.	Sec.	Int. Exec. Bd.	Bus. Mgr.	Org.	Del. to Cent. Body	No. of Offices
Total Unions											
Under 25 %											
25 - 50 %											
50 - 75 "											
75 - 100 "											
100											

4. Committees on which women serve

Percent of women Membership	No. of Unions	Collective Bargaining	Education	Publicity	Organizing	Legislative	Other	No. Comm.
Total Unions								
Under 25%								
25-50%								
50-75%								
75-100%								
100%								

State Union took no women Before 1942 Since 1942

5. Initiation fees + dues for women

Initiation Fees	No. of Unions	Dues Committing	No. of Unions
Total Unions		Total Unions	
$2		$1	
$3		$1.50	
etc		etc	

Same for men unless noted

6. Fines

No fines —

Unions Charging fines —

List Cause + Amt of fine

7. Other assessments

No other assessments — Unions

(Amt + reason)

Attendance at Union meeting

No. of Unions –

Attendance good –

" Fair –

" Poor –

(Note as to how many Unions report "not good but as good as mens attendance")

Reasons reported for poor attendance

1. Lack of interest due to dissatisfaction (lack of recognition by men)
2. Fear of company disapproval
3. Time of meeting not convenient
4. Home duties & child care
5. Lack of gas

add

Obs.

6. Too tired after long hrs of work

Program to increase women's Union activities

Report NO program

List programs reported

Plant Union Data

No of plants - Unions represent. —

" " " women on production in normal times —

" new plants not " " " " " " —

Percent Women on total plant employment	Number of Contract Committees	Plants in which women serve on — Safety Committee	Safety Committee Have Committee Women serve	Grievance Committee No Committee	Grievance Committee Have Committee Women serve
All plants					
Under 25%					
25-50%					
50-75%					
75-100%					
Before 1940					
Since 1940					

(9) Union program - Its necessary

Page 4 - 1/5

10. Attitude of local Union officials

11. Opinion of interviewed women

Contract Section

1. Kind of contract — No Contract

Total contracts
Closed or Union Shop
Maintenance of Membership
Preferential Shop

Contract provisions

2. Starting rates for entry-level employees

(a) Total contracts
Same rate for men & women
Rate less for women

M	W
67	52

(b) Same rate for men & women — —
Women - members of Union before 1940 — —
" " " Since 1940 —

no % contract

Automatic Suspension Policy in Contract

Total contracts
no automatic suspension policy in contract
Automatic susp. policy in contract
same for men & women
Different .. ..

~~type of job.~~

Wage discrimination against women (other than hourly rate)
in contract

Obviated by -
no discrimination clause
Equal pay clause.
Rate of job regardless of sex

Openly discriminates against.

Contracts having sex discrimination in regard to —

N.A

	Yes	No
1. Starting rate of inexperienced workers		
2. Automatic progression rates		
3. Pay for the job.		
4. Seniority.		
5. Promotion.		
6. Lay-offs.		
7. Rehiring		

In the "no" column, cite opinions as to plant practice.

Starting Rate - no discrimination in contract — —
Have same starting rate for men & women

Next Juniors — Contract v Plant Practice.

Contract Provision	No of plants	No next Juniors	Plant Practice: Next Juniors for Men & Women	Next Juniors for Women only
Total contracts				
NO provision				
Next Juniors for Men & Women				
Women only				

Lunch Juniors

Total contracts	No of plants	Plant Practice: Less 30 min paid	Less 30 min not paid	1 hr + less 30 min paid	1 hr + less 30 min not paid	1 hr paid	1 hr not paid
NO provision							
Premium for 30 min paid							
not paid							
1 hr: paid							
not paid							
Less 30 min paid							
not paid							

No. of plants rptg.

Determination of work comparatively

Total plants rptg
= 1/2 by Engt
By Foreman (Engt.)
By Agreement
By Job Evaluation
By Foreman & by Agreement
By Agreement & by Job Evaluation
By Foreman, by Agreement, by Job Evaluation
By Office Manager

See page 6 - item 4. } reviewed for use.
" " " - item 2

1

Equal Pay.

Discriminations

Equal Pay
Seniority
Upgrading.

Attitudes 7 sem.

Continued employment
Equal Pay

Men Union leaders attitude toward Entrance
Employment of women

Total

In plants where women now in men's jobs only
Men approve
Men disapprove

In plants where now in men's women's jobs
Men approve of women entering
In men's jobs
In women's jobs only

(2)

Upgrading & promotion

Total plants report.

Total plants in which women are normally
On production | Not normally on prod. work

Use

	Name of Union	Number of Local	Employment and Union membership in shops in which women belong to the Local — Closed shop — Name of shop	Number Total	Number Women	Not closed shop — Name of shop	No. employees in plant Total	No. employees in plant Women	Difference in Contract made to women — (✓ = yes) Wages	Occ.	Seniority	Lunch Rest plant funds	Other	Grievance — sex discrimination — Wages	Rest funds	Occ.	Women's Union Activities — Attend Union meetings	Shop stewards	Committee member	Officers	Days Salary taken off for Union business
1	United Farm Equipment & Metal Workers	# 101	Int. Harvester (Main & Auxiliary Aerial etc)	5000	1200	None			✓	no	no	no	✓	no	Reg rate (less than 10% diff)	2-15 min. rest periods (Sanitation)	Union agreement - Page 13 Sec. 24 Contract attached	Yes	Yes	None	Yes	None
	Farm Equipment Workers	West Pullman #107	None			Int. Harvester West Pullman (Parts) - Wages collateral for other plants	3500	2300	1300	1200	✓	✓	no	no	✓	—						
3	United Farm Equipment Workers of America	CIO # 108	McCormick workers	7000	1500	see Internl Union					no	no	no	no	✓	no	2-15 min. rest periods for only	Contract states "No discrimination because of sex" Contract attached.	Yes	10	yes	none	yes
4	International Brotherhood of Electrical Workers A.F. of L.	B 713	Lion Mfg Co.	1000	550	Kellogg Switchboard Supply Co.	1800		1000	200	✓	✓	✓	no	no	—	No discrimination. (2)	Yes	No	no	no	$4.25 $4.00 $5.00 $5.85
			Automatic Elec Co.	1400	800																	
			Electro Mfg Co	165	128																	
5	Electrical Workers Radio & Sound Div.	A.F. of L. B 1031	Amer. Phenolic	1750	1300	Ward Leonard	200		150	150	no	no	no	no	no	no	None (not able to secure contracts in to see them)	Yes	Yes	Yes	Yes	$1.00
			Oak Mfg Co	1000	650	Aerovox Corp.	75		60	60												
			Wells Gardner	900	550	Lamicoid Fab.	300		200	200												
			Utah Radio	1100	700	Operadio	350		200	ne												
			Consolidated	300	200																	
			Sonora Radio	350	250																	
			Jefferson Elec.	1500	1100																	
			John M Nichols	150	100																	
6	United Electrical Radio & Machine Workers of Amer.	CIO 1150	Solar Elec. Co.	900	700	Pioneer Gen. E.	750		500	450	Welders	no	no	—	—	—	See agreement - equal pay for same job specified but wage scale shows women on rate of 10 cents less	Yes	Yes	Yes	Yes	$1.00
			Stevil Transformer Co.	400	350	Cinch Mfg Co	650		325	325												
			Ground Sheet Metal Co.	300	150	Chicago Telephone	650		800	400	Reg. rate (50) 60c varies in diff. plants											
						Wheeler Insul. Co.	140	90	75	50												
						(There are about 18 plants. - these are the largest ones)																
14	CIO	# 1105	—			Westinghouse Elec. & Mfg Co.	450		200	200							See agreement attached	Yes	Yes	Yes	Yes	
15	CIO	# 1151				Gen. Elec. Service	110		40	35							Equal pay See attached agreement					
																	Equal pay for men's jobs					

Employment and Union Membership in Shops in which women belong to the local –

Name or Number of Local	Shop Name	Closed Shops: Number Total	Closed Shops: Number Women	Not closed shops: Shop Name	Not closed shops: no. of employees Total in plant	Not closed shops: no. of employees Union	Not closed shops: Women Total	Not closed shops: Women Union
Int. Union Mine, Mill and Smelter Workers CIO (2) 7 # 758	Burkhardt-meier Co. (Steel Containers)	100	50					
	Chicago Fdry (Castings)	120	30					
	Fox Mfg. Co. (Army Coats)	60	40					
	Handy Button Co. (Uniform Buttons)	110	60					
	Belfast Mfg. Co (Plating & Clips)	80	30					
Machinists Acme Lodge Formerly A F of L # 1129	Acme Steel Plant Co.	185	40	—	—	—	—	
Int. Assc. of Machinists Formerly A F of L - # 1628 9	Rockola (maintenance of membership) (Carbine rifles)	1400	1000	none				
Int. Assc. of Machinists Independent # 1696 10	Genl Elec. X-Ray Corp (maintenance of membership)	2000	125	none				
United Automobile Workers CIO affil. #286-477-717-718-778 11	Stetson China Co	175	125					
	Bricken Mfg Co	60	6	Armstrong Bros. Tool Co	425	45	45	
	Chicago Extruded Metal	500	50					
	Delta Star Elec.	450	107	Revere Copper & Brass	2400	280	280	
	Mojonnier Bro	450	80					
	Thompson Plane Co	110	8					
	Arrow Mills Co	60	58					
	U.S. Tobacco Co	368	300					
12 CIO AWA 6	Sink	8000	1000	—				
13 CIO AWA 998	Wade Baby	5000	1500	—	—			

17 locals
6 Unions

All members

(3) Reference in contract made to women –

Name or Number of Local	Wages	Occ.	Seniority	Lunch Period	Rest Period	Other
Int. Union Mine, Mill and Smelter Workers CIO (2) 7 # 758	yes (not Handy Button Co. Plant)	no	no	no	yes	no
Machinists Acme Lodge Formerly A F of L # 1129 2	no	no	yes	yes	yes	—
Int. Assc. of Machinists Formerly A F of L - # 1628 9	no	no	no	no	yes	no
Int. Assc. of Machinists Independent # 1696 10	yes m + f	no (not Special Women's work in Men's Dept)	yes m + f	yes	yes	yes
United Automobile Workers CIO affil. #286-477-717-718-778 11	yes (Women get 2 rest periods, men get 1 - Change brought a 10¢ differential for men is allowed)	yes	yes	yes	yes	yes
12 CIO AWA 6	yes	yes	yes	yes	yes	yes
13 CIO AWA 998	no	no	no	no	yes	no

Specify - Sex discrimination (5)

Name or Number of Local	Wages	Rest Periods	Occ.
Int. Union Mine, Mill and Smelter Workers CIO (2) 7 # 758	—	rest periods vary in the shops. Std. for do not apply to men	—
Machinists Acme Lodge Formerly A F of L # 1129 2	—	(2-15 min for m + f)	—
Int. Assc. of Machinists Formerly A F of L - # 1628 9		(Same for both m + f std for	
Int. Assc. of Machinists Independent # 1696 10		2-10 min std. for Woman only	
United Automobile Workers CIO affil. #286-477-717-718-778 11	Contract work Maj. unions, attached - No reference to Negro	2-15 min std for Women only	
12 CIO AWA 6		See notes in W & B division - Equal pay only by these formulas.	
13 CIO AWA 998		Contract for "employees", not by sex (not attached)	

Women's Union Activities (2)

Name or Number of Local	Attendance at Meetings	Shop Stewards	Comm. members	Officers	Pay same dues as men
Int. Union Mine, Mill and Smelter Workers CIO (2) 7 # 758	fair	yes	yes	Exec. - 1.00 Int. Rep. 1.50	yes
Machinists Acme Lodge Formerly A F of L # 1129 2	fair	yes	yes	no	yes 1.00
Int. Assc. of Machinists Formerly A F of L - # 1628 9	fair	yes	yes	yes	yes 1.50 per mo.
Int. Assc. of Machinists Independent # 1696 10	fair	yes	yes	yes	yes 1.50
United Automobile Workers CIO affil. #286-477-717-718-778 11	fair	yes	yes	yes	yes 1.00
12 CIO AWA 6	fair	10-12	no	no	same
13 CIO AWA 998	fair	12	1 Organizing Rep. 1 negotiating Rep.	yes	yes 1.50

Employment and Union Membership in shops in which women belong to the local —

Name + Number of Local	Closed shops: Shop Name	Number: Total	Number: Women	not closed shops: No. of employees: Total in plant	Total: Union	Women: Total	Women: Union
Int. Molders + Foundry Workers Union A F of L #233	Howard Fdy Co.	2000	350				
	Universal Casting Co.	250	150				

2 Reference in contract made to women —

Wages	Occ.	Seniority	Lunch Period	Rest Period	Other
no	no	no	no	yes	no

3 Specify - Sex discrimination —

Wages	Rest Periods	Occ.
	rest periods pd for not granted to men	see list + contract attached. Not equal pay.

Women's Union Activities

1 Attendance at Meetings	Shop Stewards	Comm. Members	Officers	Pay same dues as men
yes	no	yes	no	no

changes to be made on all copies

p. 3

p. 4

p. 9

p. 11 If you say 1/3 for "Poor" + "Fair" you account for only 9 1/3 % instead of 10 0/0

p. 11 - sched no. - A.O. Smith

p. 19 - Sic

p. 22 (4 changes suggested)

p. 24

p. 8

p. 10 Finance ?

p. 10 } Source
p. 10 } last ¶

p. 11 - last line }
p. 12 } Sched. no. ?

p. 14

p. 15 - Sched no.

p. 16 - " " "

p. 17 - " "

p. 19 - 20,000 ?

" 19 - last line

" 21 Give number of Sheet

" 23

p. 24

"?" in margin indicates questionable statements

Robinson's marks are in right margin

"X" in margin indicates changes to be made on this and other copies

checked by Dragnet as indicated in transcript
Mrs O.K. — T.C.

XIV b

Relation of Women's Activity to Seniority System

Women holding important position in union
(On bargaining com.; shop com.; grievance com.; exec. board --)

Total no. plants units reporting	(30)	
Have separate seniority	3	(2,085 women)
" same "	(27) = (90%)	(10,809 ")
NR on "	1	
No provisions	1	
No contract	2	
Total no. plants in which Women hold important position -	34	

Women not holding important position in unions -

No. plant units reporting	(13)	
Have same seniority	4	
" separate "	1	
	(10)	(76% (4/5))

XIV d

Seniority

Studebaker Local - South Bend, Ind.

3000 women employed - 1-1-44
600 " " before war [1]

After war women return to work in automotive - "women's jobs"

[1] See War Plant Sched, Statist. files

XIV a

Separate Seniority For Women in Union Contracts:

1. No. 28 - Chicago Telephone Supply Co. UAAAIWA-CIO
2. No. 69 - Globe Union, Inc. UAWA-A.F. of L.
3. No. 78 - Revere Copper & Brass, Inc. Ord. Div. UAWA-A.F. of L.
4. No. 47 - Guide Lamp Div. of G.M.C. IUAAAIWA-CIO
5. No. 100 - Allen-Bradley Co. UERMWA-CIO
6. No. 70 - Harley Davidson IUUAWA-AF of L
7. No. 105 - Seaman Body UAWA-CIO
8. No. 24 - Bendix Aviation Corp. UAWA-CIO
9. No 46 - Delco Remy Division of G MC UAAAIWA-CIO
10. No 31 - Marmon-Herrington UAW-CIO
11. No 80 - Automatic Electric Co. IBEW-AF of L.
12. No. 32 - American Leather Products Corp. UAW-CIO
13. No. 80A - Lyon Manufacturing Co. IBEW-AF of L.

Contract Provisions and Plant Practices as to Rest Periods

XVII

Union Study

Contract provision as to rest periods	Total plants No.	Total plants Percent	Plant practices as to rest periods. Total plants rptg	no rest period	2 - 5 min	2 - 10 min	10 min	15 min women only	15" in A.M. - 10" A.M. + 5" P.M. -	NR length Women only	NR length Men & women	No report on Practice
Total	92		73	35	4	3	1	1	1	7	21	19
Percent distribution												
Total rptg on provision	79											
No provision	66			↓ 33	1		1		1	6	15	9
With provision	13											
For men and women	9											
2 - 5 min.	2				2							
2 - 10 min.	3					2						1
NR length	4										4	
For women only	4											
2 - 10 min	1					not pd. for 1 (women only)						
2 - 15 min	1											1
NR length	2							Women only 1		1		
No report on contract provision	8										2	6
No contract	5			2	1							2

Note: Rest periods are provided for both men and women except where specified otherwise. All rest periods are paid for, with 1 exception.

↓ 4 of them plants have time allowance but not formal rest periods: 1 - 15" in A. M. + 5" in PM, 1 plant allows 15", 1 plant allows 2 - 15" each shift, 1 - NR length time.

2 of the 33 plants had 15 min. for women until they went on men's jobs, then it was eliminated.

1 plant eliminated rest periods because women liked informal better.

2 plants give rest periods to group wokers only (1 - 2-6 min + 1 - 2-6 min)

1 plant allows 2 - 10 min rest periods to office wokers only.

Type of Seniority In Union Contract & In Practice In Plant

√ XIV.

	In Union Contract	In Practice In Plant
Plant Wide	59	58
By Division	3	3
By Department	15	15
NR	1	1
Total	√77	77

P.W.

P.W. & Dept

P.W. & Oc

Dept or Divis

" & Oc

In

√ Oc or Group. — 12 contracts (1/6)
(1641)

Type of Seniority In Union Contract

	No. of Contracts
Plant Wide	59
By Division	3
By Department	15
Total No. Plants Reported On	77

(copy to attach XIV

Do not use practice

XIV

Type of Seniority In Contract Provision & In Practice by Plant

	Type of Union Contract Provision	Type of Seniority In Practice In Plant				
		Total	Plant Wide	Division	Departmental	Type of Seniority N.R.
Plant Wide						
Total	59 ✓	58 ✓	55 ✓	–	3 ✓	1
Same Seniority for men & women	48	43	40	–	3	
Separate M & F Seniority	11	15	15	–	–	
Division						
Total	3 ✓	3 ✓	–	3 ✓	–	
Same Seniority for men & women	2	2	–	2	–	
Separate M & F Seniority	1	1	–	1	–	
Departmental						
Total	15 ✓	15 ✓	3 ✓	–	12 ✓	
Same Seniority for men & women	15	12	3	–	9	
Separate M & F Seniority	+	3	–	–	3	
Total No Plants Reported on	77 ✓	77 ✓	58	3	15	1

Number of Shifts Plants Operate

Shifts Plants Operate	Total plants	Women employed on 1st Shift	2nd Shift	3rd shift	NR
Total	68	12	26	30	
1 only	10	10			
2 shifts	19	1	18		
3 "	39 38	✓1	8	30	(3) 4
NR ✓2	21				21
Grand Total	92	12	26	30	24

✓1 A few on 2nd & 3rd shifts

✓2 Not called for on 1st schedule

Placement On Shifts Depends on Seniority

No. Shifts On Which Women Are Employed	Total Plants	Placement Depends On — Seniority	NR	GT
Total Plants	54	33	2	56
2 Shifts	25	16 13	1	26
3 Shifts	29 30	17	✓	30

Provision for Leave of Absence (Maternity leave specified)

Contract Provision	No. Plants
Total	37
No Provision for leave	3 ✓ (28)
Have provision for maternity leave	(51)
60-90 days ✓	1
1 year	2
Time not stated	2
Leave of Absence	(51) #47
Less 3 mos.	✓ 6
3 mos	3 10
6 "	3 5
7 "	1
1 year	✓ 10 11
Time not stated	18
NR	(3)
No Contract	(5)
~~Seniority Retained~~	2 (specified in contract)
Grand Total	(92)

(#5, 13, 17, 30, 45)

✓ In 3 contracts 30 day leave may be extended

* " 1 " " " " is renewable "to cover maternity"

" 1 " " " " renewable by consent of union & co.

✓2 " 5 " 3 mos. " may be extended

" 1 " " " " " " on approval of Division Manager

" 1 " " " " " " renewed one time.

✓3 " 1 " 6 " " is renewable for 6 mos. more.

" 1 " 6 " " " "for good & sufficient reason"

✓4 " 1 " 1 year's " is permitted "for good cause"

✓4 Pregnancy leave can be extended to 18 months.

Contract Provision For Rest Periods

All plants	92
No provision	66
Have provision	13
2-5 Min	2
2-10 min.	3
2-15"	1 [1]
Time NR	7 [2]
No Contract	5
NR	8

[1] Rest periods for women only
[2] In 3 unions rest periods are for women only

Plant Practice As To Rest Periods

(For Men & Women Unless Otherwise Specified)

No Rest Period	Have Rest Periods											
	/	2-5 Min.		2-10 Min.		15"		Time NR		No Contract	NR
		T	Pd for	T	Pd for	T	Pd for	T	Pd for		
[1] 33	59	2	2	2 [2]	1	4 [3]	2	31 [4]	31	4	16

[1] One plant had 15" rest period but was eliminated when job classification requested

" " " rest periods for women but were eliminated when women went on men's jobs

" " had rest periods for women but were eliminated because women preffered informal rest periods

" " - 2-10" periods for men on group work

" " - 15" - 1st half + 5" - 2nd half of shift

" " - 2-6 min. periods

Two plants had time allowances of 15" figured in piece rates

[2] In one plant deductions of 5¢ p.h. from women's pay for 2-10" rest periods by WLB order

[3] In one plant rest periods are for women only

" " " 15 min. A.M. & none P.M. for employees who work individually, & 10 min. A.M. + 5 min P.M. for those who work in groups

[4] In one plant - rest periods are provided in some departments for women only

Contract Provisions and Plant Practices as to Lunch Periods - Union Study.

XVIII

Contract provision as to Lunch Period	Total plants No.	Total plants Percent	Plant practices as to lunch period: Total plants rptg.	No lunch period	Less 30 min. Total	Less 30 min. Pd. for	30 min Total	30 min Pd. for	15" + pay for 30" or 30" not pd.	30"-men 48"-women not pd	45 min.	1 hr	Irreg.	No report on practice
Total	92		72	2	13	(12)	39	(2)	1	1	1	3/7	4/8	20
Percent distribution			100.	2.8	18.1		54.2		1.4	1.4	1.4	9.7	11.1	
Total reporting on provision	79	100.												
No provision	58	73.4	50	1	7	(6)	28	(1)			1	6	7	8
With provision	21	26.6	17		6	(6)	8	(1)	1	1		1		4
Less than 30 min.	9	11.4	6		4	(4)	1		1 (#34)					
30"-1st & 2 shifts; 15" on 3rd	1	1.3												
30 min.	6	7.6	6				5	(1)				1		
30"-men & 48"-women	1	1.3	1								1			
Length not specified	4	5.1	4		2	(2)	2							
No report on contract provision	8		2				2							6
No contract	5		3	1			1						1	2

Note: Both contract provisions and plant practices apply to men and women unless otherwise specified.
The length of lunch period is for 1st shift. Differences for other shifts are shown in notes.

1/ 3 of these plants provide for 30" not pd if on job running less than 3 shifts
2/ 1 " " " provides for 20 min. pd. on 3rd shift
3/ 3 " " " have shorter lunch periods on 2nd & 3rd shifts.
4/ These plants, with 1 exception, have different length lunch periods for men & women

3 " - no set time for men; women have 30" in 2 plants & 50" in 1 (all not pd.)
1 " 12 min. pd. for men & 30 min. not pd. for women
1 " - 30 min. pd for men; women have 15" pd. in some depts & 30" not pd in some depts.
1 " - no lunch time for men in production, women have 30-40-45" not pd.
1 " 30 min. for men & 45 min. for women.
1 " Same for M & W - 1 hr. in 1-shift depts, 30" in 2-shift depts, and 18 min in 3-shift depts none pd for

* = Included in other provisions

XIX

Health and Safety Clauses in Union Contracts –

* No. 1 – "Rules, Regulations and Instructions" pg. 33 + 34
No. 4 – "Safety and Sanitation" – pg. 20-21
No. 7 – "Safety and Sanitation" – pg. 20
No. 9 – " " " pg. 10
* No. 10 – "General Terms of the Agreement" – pg 4.
(report all injured employees to Welfare Comm.)
No. 14 – "Health, Safety and Sanitation" – pg. 6.
* No. 27 – "Working Conditions" – pg. 11.
* No. 32 – "General Working Conditions" pg. 3-4.
No. 34 – "Safety and Sanitation" pg. 27
* "General Working Conditions" pg. 16
* No. 36 – " " " pg. 19-20
* No. 37 – "Misc. Provisions" pg. 21.
* No. 38 – "General Provisions" pg. 13.
No. 40 – "Health, Safety and Sanitation" pg. 15.
* No. 41 – "General Working Conditions" 6, 8, + 9.
* No. 44 – Article 5. Sec. C 27 + 28.
No. 49 – "Safety and Sanitation"
* "General Working Conditions" pg. 19
No. 55 – "Safety and Sanitation" pg. 15.
* No. 57 – (25) pg. 3.
* No. 58 – "Misc. Provisions" pg. 29 (smoking zones).
* No. 62 – "Misc." pg. 10 + 11.
* No. 65 – "Article VI" pg. 3 (gloves provided where acid used)
* No. 71 – "General" pg. 14.
* No. 78 – "General" Article XII.
No. 79 – "Safety and Sanitation" pg. 18-20.
* No. 104 – "General" Article IV Sec. 1 + 9.
No. 107 – "Safety and Health" pg. 9 1942, pg. 12 1943

No. 108 - "Safety and Health" pg. 40-41

General Trends —

The Company will comply with all reasonable shop rules and laws governing safety appliances and sanitary conditions. There will be a Safety Committee composed of 3 Union representatives and 3 representatives of the Company to meet on mutually agreeable days for inspection of the plant and hearing of grievances.

The Company will provide a full staff of doctors and registered nurses on call 24 hours. Unlicensed medical personnel will be under the direct supervision of licensed attending physician. Every injury or accident must be reported to the First Aid Station and any employee who is injured during the day because of his work will receive medical attention and compensation for the hours lost if he is unable to work that day.

Employees have the right to take a copy of any report or statement which the Company or insurance carrier wishes him to sign, out of the plant for advice before signing. No statement will be taken from an employee without a witness of his own choice. The employee may receive reports of exams and lab. tests made by a Company physician or insurance carrier physician upon request.

The employee will not be denied the right to a job for reason of ill health or injury if his family physician says that he is able to work. Any dispute between Company and family physician will be decided by neutral physician agreeable to both parties.

The Company agrees to provide all necessary precautions and safeguards to protect the employee from accidents and occupational diseases. The Company agrees to the limits given in State laws for hospitalization, medical care and compensation for employees affected with diseases connected with their work.

The Company will maintain a clean, well heated and ventilated factory, with adequate wash rooms, smoking zones and possible rest periods. The Union should encourage its members to observe the safety rules.

Contract Provisions As To Lunch Periods

All plants	92
No provision	58
Have provision	21
Less 30 min	12
30 min	4
48"	1
Time NR	4
NR	8
No Contract	5

1 In 2 plants - 15" when operating 3 shifts
" 2 " - 20" (paid for)
" 1 " - 20" (paid for) if operating 3 shifts
" 1 " 15" on 3rd shift
" 1 " 15" (paid for)

2 " 1 " - 1 hr lunch period for some workers on 3rd shift

3 " 1 " - men 30" - women 48"

Plant Practices As To Lunch Period

(Same for Men & Women unless otherwise specified)

Tot. No. Plants	No Provis	Less 30 min T	Less 30 min Pd for	30 min T	30 min Pd for	30 min NR	45 min to 50" T	45 min to 50" Pd for	1 hr T	1 hr Pd for	NR
	1	11.	8	48.	2	1	4.	-	8.		20.

1 In 1 plant - 1 dept. - 30" + work 20" longer

2 " 1 " - 30" with pay or 15" without pay

3 " 1 " - 15" for men in foundry - paid for
" 2 " - 30" if operating 2 shifts 48" paid for if 3 shifts.
" 1 " - 30" if operating " " + 20" paid for on 3rd shift
" 1 " - 15" paid for if " " 3 "
" 1 " - lunch period paid for on 3rd shift.
" 1 " - 15" in some depts for women who get off 15" earlier in afternoons
Men's lunch period paid for
" 1 " - no " " for men
" 1 " - 15" with pay for 30" of worker prefers
" 1 " - men - 12" paid for
" 1 " - Saturdays - no lunch periods 20" not paid for in 1 dept.
" 1 " - Women - 30" - 45" not paid for; men 30" not paid for; no lunch period for men in some depts.
" 1 " - Day shift 30"
Night hr - men 15" paid for & women 30" not paid for

4 " 1 " - men 30"
" 1 " - 45" not paid for

4 In 1 plant 50" for women - none for men
" 1 " - 48" " " - 30" " "

5 " 1 " - 30" paid for on 2nd & 3rd shifts
" 1 " - " not paid for on 2nd shift & 15" paid for on 3rd
" 1 " - 1 hr. where not operating night shift, 30" not paid for on " shift & 18" on 3rd shift
" 1 " - 20" paid for on " "

Schedule	Remarks	Sched	Plants for which O= No contract O= Has contract	Sched	Contracts are in effect but report on contract provisions for Reg. rate & Auth. Prog.	Sched.		Sched	
								P= Pending - DOL	
1	yes	30	yes	59	yes	71	yes	(P)	
(2)	no	31	yes	(60)	no	72	yes	76A	no
3	yes	(32)	yes	61	yes	73	yes	80A	no
4	yes	(33)	yes	62	yes	74	yes		
5	yes	(34)	yes	63	yes	(75)	no	Tot	
(6)	no	(35)	yes	(64)	no	(76)	no	Tot. 92	
7	yes	(36)	yes	(65)	yes	77	no P	Yes 67	
8	yes	37	yes	(66)	yes	78	yes	No 25	
9	yes	38	yes	67	yes	79	yes		
10	yes	39	no	68	yes	(80)	no		
(11)	no	40	yes	69	yes	(81)	no		
(12)	no	41	yes	(20)	no				
(13)	no	42	yes	(100)	no				
14	yes	43	yes	101	yes				
(15)	no	44	yes	102	yes				
16	yes	45	yes	(103)	no	106	no		
(17)	no	46	yes	104	yes	107	yes		
(18)	no	47	yes	(105)	no	108	yes		
(19)	no	48	yes						
20	yes	49	yes	yes	54 Contracts in effect				
(21)	no	(50)	no	no	25 - Contract information for 14				
(22)	no yes	(51)	no		76 Items				
(23)	yes	(52)	no						
(24)	yes	(53)	no		A total of 65 Yes in Contract Provision				
(25)	yes	(54)	no						
26	yes	55	yes						
27	no yes	56	no						
28	yes	57	yes		(See yellow sheet)				
29	yes	58	yes						

32 Am. Radiator	(W) X				✓	Men employees not subj. to draft – sit. will be same. –			4/	—	W. worked before – will cont. S/ same Same senior Reps. on contracts for work S+
33 Morrison M.								✓			
34 Int'l Harv. Ind.											
35 Mc-G-N											same senior – but w. not on m's jobs S+
36 Portsto Life											
37 P.R. Mallory	✓	✓				Think 75% will remain.					
38 Nobl. H.-Sp.								✓		✓	"W. worked before – will cont.
39 Amer Brgs. Ind.	✓							✓			"same senior – no quest. – S+
40 Sunbeam El.	✓							✓			"Marion fought for w –
41 Briggs Ind.		✓				W. who had senior on old list (sew.) not concerned –		✓			But men seem to feel ok for w. to ret. to sew. jobs – S+
42 Republic Av.								✓			same senior – w. will continue if there are jobs – S+
43 Chrysler	✓					I.W. – "Must get her back in plant."		✓	?		But think most w. will be out when senior. same Convert S+
44 U.S. Rubber Ind.									✓		same senior – but "m's jobs" + lists by sex – But w. get same seniority when put on m's jobs – S+ w. should go back to w's jobs
45 Rite-Form			✓								
46 Delco-R-	(B) X					Men "booed" w all mtgs.			✓		"Sep. – non-interchgble oc. groups Some officers want slight – others want return to prewar status Officials for local autonomy on seniority by sex in Master Agt. when changed they will work for same seniority
47 Garde-	(B) –					?	✓	?	✓		
48 Bridgeport Brass	✓					Some m's jobs			✓		"but senior – same – " S+
49 W. Pullman						W. appointed on grievt. com. – quit when men absent		(?) ✓	(?) ✓		"if w. have support should quit S+ W. worked before – same seniority. Co. wants to put w. back on w's rates + w's jobs – but plant has lists by sex. Union will oppose
50 Amer. Mch. E Moline											
51 Universal R Waukeg.	X										
52 Tantalum	✓										
53 Cincinnati Mto											
54 Elk. Brass											
55 Ev. Shipy.						Not subs. in women		✓	?/ ✓		W. should be in home" " after WAR will be fighting
56 Buc. Pitts. Erie Evnsv.										✓	Same senior wks. – m + w. S+
57 Farm Tool								✓			Thinks w. have enough senior to cont. in plant S+
58 Curtis-W Ind.								✓	✓		Senior. will prevail – will be guide. – Nelson "If W. have support should not work" – Wise S+
59 Mldgsw CD Ind.	✓							✓			w. worked before Senior will prevail S+
60 RCA Ind.	✓					W. understd. will go back to w's jobs + w's rates –		✓			We will continue – but will step out 2 m's jobs.
61 Anaconda Anderson	✓					"Men have seniority by virtue of being there" – Att. Gen. Agrees w. prefer. in meetings	✓				
62 Ken Rad	✓							✓		—	"W. worked before" one senior list S+

| | | |

* = Separate Seniority
Ⓦ = " " + "Women's dept."

Z = men's jobs performed by women will revert to women
(Z) - By contract provision
X - women on women's jobs only

r = W. to Barg. Unit on Shop Comm.
r = Don't understand seniority provisions

Opinions of Women members

Attitude of Men

Select No. Of Amalg. Local's	Did not understand Seniority Grant	W. not int. + not active	Employt. Maj. would fight Cont.	Employt. Discr. Against women	Benefits No Disc. Senior Same	Fear reprisals by Co	Rep'd. Men Do Not want W. in plant	Men. Not Prej.	Remarks -	W. Should go out of plant	W. Should Be Laid Off First	No Prej. Indicated	Prej. Shown
#1 IHC (1500)													
#2 Deere Plow													
#3 Pullen									M. do not want take M's jobs from them -				
# Un. Malleable													
5 IHC (150)													
(6) Mitsu-Bishi Heavy Ind.													
7 Deere H.													
(8) Eagle Sq.													
9 J.I. Case													
10 Oakes Pr.	✓										✓		
11 Hunt. Carter													
12 Peoria Cardinal	✓												
13 Peoria Malleable		—								✓			
14 Caterpillar		✓											
15 Allen-Bradley													
16 Dole Valve		✓											
17 Wire Cloth	✓												
18 Ingersoll-Milling	✓												
19 Ind. Pump	✓												
20 Bundy	✓									✓			
21 Singer Sew. Co.													
22 Wheel Trans Eq													
23 Torrington	✓								We feel have security - Senior. is between us.				
(24) Bundy Air.	*	—											
(25) Bdf.-Hyp.		✓							Men opposed W - W. fought together for equal seniority, get along very well with them but not at first	✓			
26 Excel Cast.	✓												
27 C.G. Conn													
28 Ⓐ Chi. Tel.								✓	Will be enough jobs for us & Bundy will quit. Feel secure Have senior.	Prej. (View)			
29 Ball B. Rubber													
30 Electro-V	✓												
(31) Ⓐ Chas. Comp. & Ind.	X								W. worried about jobs - (?)				

Maj. W. will Cont.	No Concern As To Jobs for W.	Remarks	
			r = Men prejudiced S- = Sep. Senior- S+ = Same "
		Pres. - Reason for M+E classifcts: 1. lighter jobs to W. 2. Service men can't bump W.	S-
		Same senior	S+
		Sep. senior. -	S-
		*Men opposed W - when Taw I said TT men w/the less senior. kept W. pushed men to regard eq. ° eq. pay - was given.	
		Have sep - senior - will elim - W. worked before (?) Contract also provides that have to be laid off first on [illegible] jobs	S-
—		Pres - thinks job need be reshaped -	

Ih

NUMBER OF UNIONS COVERED BY STATE, AREA AND TOWN. TRADE UNION STUDY

CODE	State & Area	No. of Unions (plant units	local unions
	TOTAL	90+2=92	81
	ILLINOIS	34	
	Chicago Area	19	
10	Chicago	13	
11	Chicago Heights	1	
12	North Chicago	1	
13	Waukegan	2	
18	Cicero	1	
19	Forest Park	1	
	Other Illinois	15	
14	Moline	5	
15	East Moline	3	
16	Peoria	5	
17	Rock Island	2	
	INDIANA	37	
	South Bend Area	12	
20	Elkhart	4	
21	Mishawaka,	1	
22	South Bend	7	
	Indianapolis Area	13	
26	Indianapolis	13	
	Other Indiana	12	
23	Anderson	4	
24	Seymour	1	
25	Evansville.	7	
27	East Chicago		
	KENTUCKY	1	
30	Owensboro	1	
	WISCONSIN	18	
40	Milwaukee	17	
41	West Allis	1	

Number of Unions Covered by State, Area, + Town. Trade Union Study

I-6

State + Area	No. of Unions	No. of Unions plants
Total	89	90
Ill.		(34)
Chicago Area	18	19
Chicago	12.	13
Chicago Heights	1.	1
North Chicago	3.	1
Waukegan		2
Geneva	1.	1
Forest Park	1.	1
Other Ill.	15	15
Moline	3.	3
East Moline	3.	3
Peoria	5.	5
Rock Island	2.	2
Indiana		(37)
South Bend Area		12
Elkhart	4.	4
Mishawaka	1.	1
South Bend	7.	7
Indianapolis area		13
Indianapolis	13.	13
Other Indiana		12
Anderson	4.	4
Seymour	1.	1
Evansville	7.	7
East Chicago		
Ky.		(1)
Owensboro	1.	1
Wisconsin		(18)
Milwaukee	17.	17
West Allis	1.	1

Ills attached counties

I Scope - Coverage by State

State and Area	Unions: Total	Unions: Plants in study	Unions: Workers in study	Unions: Percent	Plants Covered in Study: No	Plants Covered in Study: Employment: Total	Plants Covered in Study: Employment: No	Plants Covered in Study: Employment: Percent	
Total	81				92				
Illinois	32								
Chicago Area	20	15	20068	7066	15	29.334	6430		19 plants in 17 Unions; 2 Unions do not report
Other Ill	18-16	16	29.068	12716	(20)	34,082	10.230		
	14	14	20384	2268	(13)	14 27.842 27804	3300		1 duplicate plant
	14 Unions	13	20384	2268					
	n.a.								
Indiana	38								
South Bend Area	10	10	40206	11684		10	40506	11726	
	11	11	40399	11692	37125 = T	(12)	40648	11734	37423 = T (see #24)
Indianapolis "	8	8	18875	8451		12	20920	9281	12 plants reported for 8 Unions
	8	8	18875	8451	18543 (Terre Haute Chevrolet)	(13)	21070	9481	
Other Indiana	14	14	41539	17180		(14)	54266	23388	
Wisconsin	15	15	37,288	10.006		15	49009	14258	
Milwaukee	16					(18)	50.714	15058	
	(16)								

Safeguarded

✓ Including Moline, East Moline, Clinton, Rock Island

2/ " Anderson, Logansport, Evansville, East Chicago + Owensboro, Ky.

+ 2 Unions Cover - 26 + 14 plants respectively; in the 26 plant Union, 2 plants are scheduled, the Union membership not reported; in the 14 plant Union, 1 plant scheduled, Union membership total of 9000, women, 6750

Chicago - Area - 17 Unions (19 cards as 2 Union reports 2 plants)
2 - membership but in Unions reporting 2 plants
1 - membership but not all plants
14 Unions report both membership + employment in plants
14 plants ✓

I.a

State and Area	Unions: Total	Unions: Total rptg membership	Unions: Membership: Total	Unions: Membership: Women no.	Unions: Membership: Women Percent	Total plants where workers belong to Unions covered: Total	Total rptg no. emp.	Total plants where workers belong to Unions covered: Employees: Total	Employees: Women no.	Employees: Women percent	Plants covered in Study: Total	Total rptg no. emp.	Employees: Total	Employees: Women no.	Employees: Women Percent
Total	81	78	18865[1]	6156[5]	32.6	205+	109	234070	79748	34.1	92	89	223816	73081	32.6
Illinois	32	30	49462	14334	29.0	74+	50	70278	20080	28.6	35	35	62078	14230	22.9
Chicago Area	18	16	28968[5]	12016	41.5	59+[5]	35[5]	42284	16680	39.4	20	20	34084	10830	31.8
Other Ill.	14	14	20494	2318	11.3	15	15	27994	3400	12.1	15	15	27994	3400	12.1
Indiana	33	33	91207	39323	38.4	44	41	113078	44610	39.5	39	39	112759	44603	39.6
South Bend Area	11	11	37125	11692	31.5	15	12	37423	11734	31.4	12	12	37423	11734	31.4
Indianapolis	13 plants 8	12 plants 8	18545	8451	45.6	13	13	21070	9481	45.0	13	13	21070	9481	45.0
Other Ind.	[5] 14	14	41537	17180	41.4	[5] 16	16	54585	23395	42.9	[5] 14	14	54266	23388	43.1
Wisconsin	16														
Milwaukee	16	15	41988	9908	23.6	87	18	50714	15058	29.7	18	[6] 15	49009	14248	29.1

[1] This figure excludes 5750 in Total + 2500 women because complete membership was NR (#76 & 80)
[2] Plant # 76 reports 24 additional plants organized by local 233 but employment + membership NR for these 24 plants.
[3] Plants # 80 & 81 report employment in 15 additional plants (not covered in Study)

[4] 1 plant (#35) T-350 & 150F not included here because Union membership NR. This plant (now metered) Indianapolis inc in 3
[5] 1 plant at Owensboro, Ky. is included here.
[6] 3 additional plants (#64 & 65 & 66) were scheduled but not inc. here because Union membership NR they are all inc in 2 all 3 plants are served by same local.

26

I-a

Tot. No. Plant Units.	Number Contracts Reported On			No Contr.
				#2 #12 #11 #64 #105 ✓
92		(87)		5
92	No Contracts, (& Sep. agts.) reported or Re Wages	88		No Contract or Wage Agt. 4
			✓ #105 Has negotiated wage agreement	
	Contract Pending - W.L.B.	(4)	→ (#16, #36, #5, #60)	
	Operating under old contr.			
	9 contract reported on	2		
	" " " not " "	2		
		92		

II

Number who have been Union members	7 yrs women	1937 plants				no. locals w. Field Office ✓
	Total plants 1/1/47	(83)	Total 1/1/47	83		46
	30 yrs	1	Over 3 yrs	36		—
1933	11	4 (7)				1
'34	10	2				1
'35	9	1				—
'36	8	8				4
'37	7	13 (29)	(+9 yrs)			6
'38	6	3				3 (11)
'39	5	3				2
'40	4	1				1
'41	3	9	3 yrs or less	47		8 (11) 3 yrs or less 28/59%
'42	2	20 (47)		(59%)		11
'43	1	9				2
1944	less 1 yr	1				—
	Since War ²	8				7
	N.R.	83 (83)				
	WR	9				
		92				

✓ Exec Board, or Genl. Conv. Resp ' or Resp " or } of Local or plant unit

² year not stated — just "since war"
(#2, 3, 5, 11, 15, 51, 52, 79)

II a

Date plant organized by date women became members

Year women became members

Year Organized	Total plants	Same year	1936	1937	1938	1939	1940	1941	1942	1943	1944
all plants	72 70	53	2	4				1	8	2	2
1904-1914 1933	5	4								1	
1934	4	2	1						1		
1935	7	1		3				1	1	1	
1936	6	6									
1937	12	9							3		
1938	3	3									
1939	2	2									
1940	4	2									2
1941	10	8							2		
1942	10	10									
1943	5	5									
1944	1	1	1						1		

10 reply 72
no reply 70
total plants 92

No women or very few employed.

(See following table)

Union Fees (Same for Men & Women unless Otherwise Specified) IV

Initiation Fees.

81	100.	Total locals	
2	2.5	no fee	2 (2%)
1	1.2	$1	
1	1.2	$1.50	44 (1%)
42	51.9	$2.	
8	9.9	$3.	
1	1.2	3.50	26 (32%)
15	18.5	5.00 — In 1 of these plants Elec. workers pay $7.00 (20% of women)	
2	2.5	6.00	
2	2.5	10.00	5 (6%)
3	3.7	15.00	
#73 - 1	1.2	$5.00 for prod. workers and $8 - skilled trades	
#75 - 1	1.2	$5.00 " temp. " " $15 = regular workers	
#38 - 1	1.2	$1 for women and $2 for men	
#60 - 1	1.2	$3 " " " $4 " "	

Monthly Dues.

81	100.	Total locals
53	65.4	$1.
1	1.2	1.10
4	4.9	1.25
9	11.1	1.50
3	3.7	Different for men + women
#67 1		$1.25 for women + $1.20 for men
1		35¢ wk " " 75¢ wk "
1		$1.25 mo. " " $1.50 mo. "
10.	12.4	Dues vary according to grade of work
3		$1.25 prod. workers - skilled trades, specialists + journeymen are higher
1		1.45 " " " " " " "
4		1.50 " " " " " " "
1		1.75 " " " " " " "
#55 5	1.	2.00 except specified jobs higher.
1	1.2	35¢ wk if make under $22; 50¢ wk if make over $22

1 - no women spec. or journeymen ($.50)
1 - no women journeymen (52)
1 - no women journeymen (53)
1 - women in skilled jobs (58)
1 - no women specialists or journeymen (65)
1 - no women journeymen no women specialists (63)
1 - women in specialist and journeymen jobs (77)
1 - no women spec. or journeymen (56)

Initiations

Total locals 81

No fee	2
$1	1
$1.50	1
2.	$2
$3	8 (If these incl. #67 Mo. dues in 3. 1.25+$1=)
3.50	1
5.00	15
6.00	2
10.	2
15	3.
$5 prod workers + $8 - skilled trades	1 #73
$5 - Temporary emp. $15 - Regular	1 #75
$2 - Men and $1 - women	1 #38
$4 - men and $3 "	1 #60

3 @ 1.00 - 4
1.25 - 1
1.50 - 2
Higher for skilled, Specialists, etc + lower for apprentices 7*
Higher for M + also accounting for 1 #80

Prods - 1.25 (2), 1.00 (1), 1.50 (3), 1.75 (1)

Monthly dues.

Total locals 81

$1	2
$1	1
1.25	1
$1. 1.50	36 5
1.00	1
3 @ 1.00	15
1.00	1
1.25 -	1
1.00	1
1.25 - prod + (1.50 + 2.00 for spec + journeymen)	1
1.00 (1) 1.10 (1) range 2.50 - 4.05 -	3
1.50	1
$1	1
$1	1

35¢ wk if make under 22
50¢ " " " over "

1 Prod. workers - 1.50
Skilled trades - 2.
Journeymen spec. - 1.75
#74

2 @ 1.00 - 4 unions
1.25 - 1 "
1.50 - 1 "
M - 1.20
F - 1.25
1 "
M - 95¢ week
F - 35¢ "
1

Monthly dues

1.00 - 53
1.10 - 1
1.25 - 4
1.50 - 9
2.00 - 1 rate varies with job 250 prod workers #55

M-1.20 & F 1.25 - 1 ✓ #67
1.25 prod & more - 3
Spec. Skilled, journeyman
1.45 prod, more skilled 1
1.50 prod & more skilled 4
1.75 prod & more - 1

M 75¢ wk & 35¢ wk F 1 ✓ #76

35¢ wk if make under 22
50¢ " " over 22 } 1

M-1.50 & F 1.25 or 1.45 acc to job ✓ 1 #80

Different for M & F (3)
1 - M-1.20 and F 1.25 #67
1 - M 75¢ wk & F 35¢ wk. #76
1 - M-1.50 & F 1.25 & 1.45 acc to job #80
Varied dues are - to grade of work. Prod. workers' dues are specified
(9) here & those of skilled trades, journeymen & specialists are higher.
3 - 1.25
1 - 1.45
4 - 1.50
(1) 1 - 1.75
35¢ wk if make under 22
50¢ " " " over "

IV a

Union Dues (same for men & women unless otherwise specified)

Union Dues Initiation	No locals						
						Total locals	Dues not collected	No dues for not attending
total locals	81				Women's attendance at Union Meetings			
No fee	2							
$1	2							
$1.50	1	47 (58%)			total Locals	81	18	63
$2	42				good	21	9	12
$3	9				fair	31	6	35
$3.50	1				poor	26	2	24
$4	17	29 (36%)			no report	3	1	2
$5	2							
$6	2							
$10	2	5 (6%)						
$15	3							

Dues (monthly) + one $1.25 for prod. workers & $1.50 for skilled trades

See attached table

					Methods of Collecting Dues	No Locals
total locals	81					
$1 per mo.	53	53 (65%)			Total Locals	81
$1.10 "	1				Check-off	16
$1.25 "	9				Paid to stewards	50
$1.45 "	1	28 (35%)			" at Union office or at meetings	11
$1.50 "	13				" to Fin. Secy	4
$1.75 "	1					
$2.00 "	1					
35¢ per wk	2					
" "	1					

In 3 locals check-off is voluntary

In 18 " dues paid to stewards & at union office or at meetings; In 6 locals dues paid to Stewards or to Fin. Sec.

In 4 locals dues paid also by mail

* Dues same for m & w. except in 2 locals

Fines

IV b

No. Local Unions

Total - 81 No. Locals Reporting fines imposed for:

No fine		54 (over half)		
Total Unions enacting fines — Non payment of dues.		27 ← (3)	1	$1.00
	$1.00 - $10.00		1	$1.00 warrants for current month + $1.00 if " " " " 3 mos.
	$5.00		1	" " " " 6 mos.
	$10.00 - $25.00		1	" " " " 3 " + $2.50 if in arrears over " "
Non-attendance at meetings.		21 (1/4)		
	25¢	4	1	non-attendance at plant meetings
			1	" " at 1 meeting per mo + $1.00 for non-attendance at special meetings
			1	" " " 2 consecutive meetings
			1	" " " 1 meeting per mo. + $1.00 for " " for 3 mos
	50¢	10	1	" " at plant meetings.
			3	" " " regular "
			1	" " " 1 meeting + $5.00 for
				" " " 3 meetings
			1	" " " regular meeting + $1.00 for
				" " " special "
			1	" " " 1 " in 3 mos.
			1	" " " each regular meeting + 1¢ for
				" " " 1 meeting in 2 mos
			1	" " " 2 " in 1 mo.
			1	" " " 1 " out 2 3
	$1.00	5	1	" " special meeting + 10¢ per day if dues not paid when due + $25.00 if work on job that is unfair
			1	non-attendance at special meeting + $1.00 per
				" " " meeting to elect officers
			1	" " " 1 " per mo.
			1	" " " 1 "
			1	" " " 2 successive meetings
	$2.00	1	1	" " " 1 meeting each quarter; $1.00
				for " " " special " + 1¢ for failure to vote in union elections
	$5.00	1	1	for not attending 1 meeting in 6 mos.
Other		← (3)		
	$1.00		1	for not voting in annual election of officers
			1	for taking physical exam. (Company required to pay for) + a fine for seeking employment before 9:00 A.M.
			1	if seek employment in another plant (under agreement with same National labor body) after quitting + owing dues to Local.
Assessments				
	$1.00	2	1	when death occurs in Local
			1	by one Int'l. union (covering 2 Canadian unions) (Limited to $1.00 a year by Constitution)
(OVER)	No Assessment	79		

IVy

Attendance		Ave. Per Att.	Ave. Per Mt.			
Total Locals	81	18	63			
Good	27% 20	9	12			
Fair	40% 31	6	25			
Poor	33% 26	2	24			
no meetings held N.R. – or women new in shop – NR	3	1	2			
81	81	18	63			

X

V

VIII a

Women On Barg., Grievance or Shop Committees (or Exec. Board?)		Have Equal Pay Provided In Contract → (Rate for the job; / (where men & women on same jobs)					No-disc. clause on Eq. Pay Clause
	Total No.	Yes	NO	NR NC.	Mx W. not on same jobs	Tot Plants	
	34	44	36	10	2	92	

See Table IV a

Tot 80 (Mx W on same jobs)

(see Table VIII)

XI

XI

Women Kept On Lower Paying Jobs - (Reported By Women Interviewed)

Total No. Plants	Yes.	No	NR	Tot. Reporting
92	43	44	5	87
	49%	51%		

In ½ a locals women reported that some women in their plants were not kept on lower pay jobs.—

VIII b.

Equal Pay Clause In Contract

Total No. Contracts having equal pay clauses	Have provision for same beg. rate				Have provision for same prog. steps			
	yes	No Provis	No Policy	NR	yes	No Provis	No Policy	NR
44	20	23	1	6	24	11	10	2
46	(½ 21)	26						
		48				47 (+1?)		

Jobs Held by Women

IX

W. on W's jobs only -	6
#19 - {all W's jobs - 1 man / no men ever on prod.}; #30	
#31 - M's jobs released as W's jobs,	
#105 - W's dept, ~~#104~~ #70 #32	

	Tot 88	Rates Same	Rates lower	NR	Tot
Men + Women On Same Jobs	80	56	22	3	81
Not on " "	7		—		
NR	1				
ND	4				
gr. total	92				

Contract Provisions Re. W's Pay

VIII A 1

	Tot	Equal Pay Clause in contr.			Beg. Rate same				Auto. Prog. Same for M & W.				Job & Rate Sheet Rates Beg Same			Practice Same Rates ER per M & W		
		yes	NO	NR	yes		No Pol	NR	yes	No	No Pol	NR	yes	NO	NR	yes	NO	NR
Men + Women On Same Jobs	80	42	34	4	25	48	3	4	36	18	20	6	43	36	1	35	21	17
Percent		54%	46%		34%	66⅔			54	66⅔						NOT on Same jobs 8		
		1/2			1/3				1/2									

(✓ see Table XIII
Tot 80 - m+w on same jobs)

80 80 80 80 80

12 - m+w not on same jobs
scheds - #105, 31, 104, 70, 32, 15
Total no. w. covered - 801

✓ Equal Pay Provided in contract ① ② or ③ (Table VIII L)
in 44 contracts
- 2 Snaph (#30 only 5 men) (#32 + not on same)

VIII C

	No. Contracts Having Equal Pay Provis. - Same Auto. Prog + Same Beg Rate	No. Contracts Having Equal Pay Provided & Same Beg. Rate (in contr.)	No. Contracts Having Equal Pay Provided in Contract & Same Auto. Prog.
	18	19	23
	Not #2	1 + #2	Tot #2

No. Contracts -
No Equal Pay In Contr
Auto. Prog Not Same
Beg. Rate Not Same
7

No. Contracts
Openly Discriminating
Against Women -
34

Types of Unions covered. 1b

WOMEN ON PRODUCTION IN NORMAL TIMES

UNIONS		TOTAL	NOT ON PRODUCTION	WERE ON PRODUCTION	NEW PLANTS
C.I.O.		51	15	33	3
Autos	UAWA	25	3	*20 {In 14 only a few or on sewing only.}	2
Electrical	UFEW	12	1/ 6	6	
Rubber; Machine	UERMW	8	2	*6*(In 2 only "a few")	
Steel	USA	3	2	*1*(In 1 only 5 women)	
Rubber	URW	2	2		
Mining Metal & Smelting	IMMSW	1			1
A.F.OF L.		30	10	17	3
machinists	IAM	13	6	5	2
Electrical	IBEW	4	-	4	
	FEDERAL	3	2	1	
	MOULDERS	1	1		
Autos	UAW	7	1	6	
Luggage Metal Trades	OTHER	2		1	1
TOTAL-A.F.L.& C.I.O.		81	(10,737 women 25	50 51	5 6

Hamilton; Hosiery Workers Union (all reporting)
Belt + Novelty

1/ 1 Local - office workers only.

6390

51
-17 - few w
34 - were on prod

Metal Polishers, Buffers Platers + Helpers Int'l Union

10,737
8,420
19,157 women not on prod last war

25
5
30 w. not on prod or plant-new
(3770)

Ia

Women On Production In Normal Times

Unions	Tot	Women on Production*	Were On Production* Plants			New plants	
CIO	51	58	15	(17)	33	3	#48 + 42 - all new #9 - Aircraft Dept new Since War
UQWA	25	46 (Limited to Amalg Locals)	3	5	*20	2	*In 14 only a few Coiler Sewing only
UTEW	12		1/6	6	6		
UERMW	8	8 (Limited to Amalg Local)	2	2	*6		*(In 2 only "A few")
USA	3		2	2	*1		*(In 1 only 5 Women)
URW	2		2	2			
IMMSW	1			-		1	
AFL	30	34	10	(10)	17	3	3 (#52, 55, 77)
IAM	13	(12 Limited to Amalg Locals)	6	6	5	2	#52 + 77
IBEW	4	+1 "	-		4		
Federal	3		2	2	1		
Moulders	1	(+1 "	1	1			
UAWA	7		1	1	6		
Other	2				1	1 #53	
Total. AFL+CIO	81	92	25	(27)	50	5 6	

1/ 1 Local - office workers only

Ia

No. Local Unions →		No. Plants	
A. F. OF L.	Locals	Additional Plant Units in Amalgamated Locals	Total No. Plants
UAWA	7		7
IAM	13	2	15
IBEW	4	1	5
FEDERAL	3	-	3
MOULDERS	1	1	1
LUGGAGE	1		1
METAL TRADES	1		1
TOTAL	30 AFL	4	34 AFL
C. I. O.	Locals		
UAWA	25	6	31
UERMWA	8	1	9
UPEMWA	12		12
USA	3		3
URN	2		2
UMMSW	1		1
TOTAL	51 CIO	7	58 CIO
GRAND TOTAL	Locals - 81	11	Plants - 92

Amalgamated Locals

	Local No.	Sched Nos.	
UAWA - CIO -	22649	(#32, 33, 34, 35, 36, 37) & (#24, 25)	4
UERMWA - CIO -	414	(#6, #8)	2
IAM - AFL -	66	- (#65, #66)	2
Molders - AFL -	1233	- (#76, #76A)	2
IBEW - AFL	713	- (#40, 40A)	2

By Product

Trade Union Study

	Type of Union		No Unions	Membership Total	Membership Women no Count
	Total		58		
	C.I.O.				
1	U.T.E.M.W.A.		12.		
2	I.U.A.E.A.W.A.		31		
3	U.E.R.M.	W.A.	9.		
4	U.M.M.S.	W.A.	1.		
5	U.R.W.	W.A.	2.		
6	U.S.A.		3.		
	A.F.L.		32		
10	I.A.M.		15.		
11	~~U.A.W.A.~~		~~2.~~		
12	U.A.W.A.		7.		
13	I.B.E.W.		4.		
14	Federal (Seattle Stat)		3.		
15	b) Moulders & Foundry		1.		
16	Metal Trades Council		1.		
17	Int. Ladies Garment Workers		1.		

Trade Union Study.

Code	Type of Unions covered	No. of Plants
	Total	~~90~~ 92
	CIO	~~58~~ 51
1	U T E M W a	12
2	I U a a a I W a	~~31~~ 25
3	U E R M W a	~~9~~ 8
	Other	6
4	U M M S W a	1
5	U R W a	2
6	U S a	3
	A F of L.	~~32~~ 30
10	I A M	~~15~~ 13
12	U a W a.	7
13	I B E W	4
	Other	6
14	Federal	3
15	Molders + Foundry	1
16	Metal Trades Council	1
17	Int. Luggage & Novelty Workers	1

2 copies

Trade Union Study.

Corrected 12/23/44

V-a

TYPE OF UNIONS COVERED

Code	Type of Union	No. of Local Unions	No. of plants/units
	TOTAL	~~85~~ 82 (81)	~~90~~ (92)
	C.I.O.	~~56~~ 52 (51)	(58)
1	U F E M W A	12	12
2	I U A A A I W A	31 - 5 (Schds 31-36) - 1 (sched 14 & 25)	31
3	U E R M W A	~~8~~ 9	6
	Other	6	
4	U M M S W A	1	
5	U R W A	2	
6	U S A	3	
	A. F. OF L.	~~32~~ 30	32
10	I A M	15 - 2 (sched 64-65.66)	13
12	U A W A	7	7
13	I B E W	4	5
	Other	6	7
14	Federal	3	4
15	Molders & Foundry	~~1~~ 2	
16	Metal Trades Council	1	
17	Int. Luggage & Novelty Workers	1	

1/ 6 plants in 1 local (#31:36)
2 plants in 1 local (#24, 25)

2/ 12 plants in 1 local (3 # scheduled 64 65. 66)

3/ "Other" plants in 1 local (2 plants scheduled - 80 & 80a)

4/ 26 plants in 1 local (2 plants sched. - 76 & 76a)

5/ 2 plants in Union - #6 & #8 both scheduled.

Note:

Bagwell

TRADE UNION STUDY

CODE FOR PRODUCT

no Plants	CODE	PRODUCT
✓ 19	1.	Ordnance & Acc.
✓ 11	2.	Aircraft & parts
✓ 19	3.	Electrical Products
✓ 18	4.	Machinery, other than electrical (Farm Eq.)
2	5.	Rubber products)
✓ 9	6.	Iron & steel wire
4	7.	Non-ferrous metal) —
4	8.	Auto & Auto equipment)
✓ 14	9.	Other)
90		1 rope 1 boats 1 Motorcycles 1 Canvas Goods 2 Rubber 4 Non Ferrous Metal 4 - Auto 14

Spring I
Count 12/23/44

TRADE UNION STUDY

I. CODE FOR PRODUCT

CODE	PRODUCT	
1. Ordnance & Acc.	20	
2. Aircraft & parts	11	
3. Electrical Products	19	
4. Machinery, other than electrical	18	(4 farm equip)
~~5. Rubber products~~ to Other		
6. Iron rope, ~~steel wire~~ + steel	9	
~~7. Non-ferrous metal~~ to Other		
~~8. Auto & Auto equipment~~ to Other		
9. Other	15, 14.	
1. Boats 1		
2. Rope 1		
3 Motorcycles Bkes 1		
4. Canvas products 1		
5 Non ferrous metal 4 5		
6. Autos 4.		
7. Rubber 2.		
Total	90 plants units 92	

Product of plants covered. I-f

Total - 92 plants.

Ordnance & arc	20
Aircraft & parts	11
Electrical parts	19
Machinery, Machine tools, &c.	18
Iron & steel	9
Other	15

~~XIV~~ a

Seniority Provision in Union Contract

Total no. plant units	92
N.C.	4
N.R.	4
No Provision	2
Total reporting	82
Have same seniority	69 (84%)
" separate "	13 (16%)

* * #70 & #101 have clause discriminating against married women

#64, 12, 11, 2

#79, 60, 36, 15 (#105 has no contract but has separate agreement on seniority — is included in 13 having separate seniority)

#74, 75

Of these #41 & #20 have same seniority — but for duration only

Type of seniority in contract provisions and in practice in plant

Type of seniority in Contract provision	Total Reptg. plants	Key plants	Number of plants reporting type of seniority in practice in plant: Dept. total	Dept. by Sex	Plant wide total	Plant wide by Sex	Occ. in Dept. total	Occ. in Dept. by Sex	Group in Dept. total	Group in Dept. by Sex	Shift plant wide total	Shift plant wide by Sex	Occ. plant wide total	Occ. plant wide by Sex	Division total	Division by Sex	Dept. + Dept. total	Dept. + Dept. by Sex	Total reporting practice	Total by Key plants	Dept. Div. + Plant wide total	Dept. Div. + Plant wide by Sex	Groups + Plant wide total	Groups + Plant wide by Sex	Div. + Plant Wide total	Div. + Plant Wide by Sex	Total plants reporting practice total	Total plants reporting practice by Sex	Dept. + Occ total	Dept. + Occ by Sex	Number reporting type of seniority in practice total	Number reporting type of seniority in practice by Key plants	Number reporting type of seniority in practice by Sex
All types	17	13	14 15	3	17 20	5 8	1	-	2 3	-	29	8	6 7	2 4	1	-	2	1	76 (+1 NR)	24	1	-	1	-	1	-	83		1	-	9	1	3
a Departmental	14 18	-	11	3.			1.	-			2	-							76 + 1 NR Practice								14	3					
Plant-wide	19 23	#3	2	-	16	#3					1	1															19	5					
⊗ Group (& Plt.) & Occ.	2	-							2.	-																	2	-					
- Division	#2	-													1	-	1.	-									2	-					
Shift & plant wide	28 #2	3	1	-							25	6.															27	6			1	NR	
Dept. plant wide Occ	6 #1	3											6	3													6	3					
Plant wide (by group) & Occ	2 #1	2			1	1.					1	1															2	2					
⊗ Group & Plant wide	1																						1.	-			1	-					
Div. & Dept.	1	1															1	1									1	1					
Div. & Plant wide	1	-																							1.	-	1	-					
a Dept. & Occ (or Group)	1	-	#	-																							1	-	1	-			
Div. & Plant wide Occ	#																																
No practice in type of seniority	4 4	-							1	-											1	-					2	-			2	-	
No contract provision	6 7		1	-	2 1	2 1							1	1.													3 2	3 1			1 5	1 3 NR + 2 not by sex	
Grand Total	92																																

✓ In 1 local (Dept) union has no contract but has separate agreement on seniority

- = not by sex

Union programs affecting interest & participation of women XIII a

(by schedule numbers)

Secured benefits for women members

I Union fought sex discrimination - fought for: equal pay; equal seniority - maintained rate for jobs - has done good job for: women: - secured fair treatment; equal pay & same seniority	II Effective handling grievances. Union does good job; gives women protection to women	III union secured wage increases (general increases; equal starting rates; pay for time out when ill at plant; reduce progression period	IV improved working conditions; vacation with pay; rest periods, better wash rooms,	women officers encouraged women to partic.; "work democratically with women,	good ed. job — on informing members & union action	union has program to interest women (see prog)	V other — community prog — - library facilities - transportation - OEA - Recreation
#76	#73	#29 -#10 +#49	#78	#26	#69		#41
#32 "	#76	-#76 #75 #67 #20	#49 (rest rooms)	#23	#100		#46 (day nursery
#40	-#105	#36 #64	#66	#69			#69
#43	#39	-#105 #33 #35	#71	#58			#49
#49 "	#42	-#71	#104				#47
#59	#8	-#6 #74					#108
#106 (")	#46	-#69					#102
#58 (" + eq. pay)	#69	#47					#60
#77 (senior)	#67	-#70	#67				4
#81 (eq. Seniority)	#70	-#107	#80				
#101	#66 (2 plants)	-#60	#81 (rest rooms + "privacy")				
#103	-#104	#80	#68 (additional facilities)				
#58 (eq pay + seniority)	-#102	-#68	#58				
#107 (Seniority)	#63	-#100	#77				
#106 (rate for job) (upg. by seniority)	#60	-#101	9				
#105	#71	-#103	+1				
#104 (rate for job + eq. pay)	#61	-#102					
#102 (eq. pay + rate for job)	#10	-#41					
#108 (" ")	-#101	-#77 (rest. privacy)					
#73 (seniority)	#68	28					
#72	-#100	12					
#38	#103						
23	-#77						
39	23	Total I, II, III + IV (38 locals)					
48	1	50 locals cover 41					
2	2						
50							

V From interviews with officers & union women

XIII

Program for Increasing Women's Participation in Union Activities

Total number of locals		81
Have no program		68 (84%)
Have programs		13 (16%)
Recreational	7	
Service Men's club (composed for women members)	3	
Special women's meetings	3	

Union Program for Increasing Women's Participation in Union Activities[1]

Have program for women members			Have no program for women members		Have program for men and women members			
I Special meetings to discuss women's problems	II Special recreation program	Total No. locals		Total No. locals	Educational meetings for new members	Educational program for leaders	Use of union newspaper	Recreation Programs
#37	#37	9 (Charting I or II or I + II)	#73 (think of joint only as offering of lit. at meeting - do not know what methods to use)	81	#24	#49	#37	#65
#100	#63		#13 71		#101		#63	#61
#102	#102 (club for asstd. service men		65 75		#108		#81	#74
	#31		14 107		#105			#79
	#1		74 76					#43
	#100		105 48					#64
	#39		60 74					#67
	#69		42 78					#67
	#108		43 62					#42
	#100 (club service men)		47 41					#78
	#79		31 108					
	#		44 104					
	#		59 105					
	#		58 103					
Total 2	11		66 101					
			79 106					
			77					
			81					
			108					
			103					
			70					
			66					
			(68)					

[1] From Interviews

XII

Fol 92
NR on to Type of Wo Jobs 16
76

Type Of Women's Jobs In Plant

Total Plants Reporting (on attitudes)	76
On Women's jobs only	4 ✓
" Men's " "	23
" Men's & women's jobs	49

✓ In one plant a few are on men's jobs

Attitude of local union officials toward—

a. Continued employment of women

1. Now employed on women's jobs only — 4
   (a) Expect them to continue — 4 ✓
   (b) Do not expect them to continue — —
   NR — —

2. Now employed on men's jobs only — 23
   (a) Expect them to continue — 13 ✓
      (1) On mens jobs (same product or former product) — 3
      (2) " womens " (" " " " " — 1
      (3) Type of jobs NR — 9
   (b) Do not expect them to continue — 5
   NR — 5

3. Now employed on both men's & womens jobs — 49
   (a) Expect them to continue — 34 ✓
      (1) On men's & women's jobs — 7
      (2) On women's jobs only — 26
      (3) On a few jobs only — 1
   (b) Donot expect them to continue — —
   NR — 15

Expect & Continue
4
13
34
✓ 51 locals

VII (see IV b & IV c)

Attendance at Union Meetings.

No Locals 81

Good — 20 (25%) (1/4) — 51 (63%)

men attend better	2
Women " "	3
Attend because of fine	3
Attendance required	1

Fair — 31 (38%) (1/3)

Attend as well as men	9
Men att. better	6
Women " "	4

Poor — 30 (37%) 1/3

Both men & women lack interest	1
Att. of m & w poor	8
Men att. better	4
Attend because of fine	1
Women att. better	1

Reasons Att. is Poor

Local does not hold regular meetings & Local holds only few meetings	2
Women just entered shop	1
Women do not attend as well as men	1

Reasons Attendance do Good

Issue of special interest to be discussed	—
Because of fine	4
Attendance required	1

Reasons Attendance do Fair

Meetings held on Sundays	1
attend because of fine	2
Married women work continue to work so not interested	1
Not interested	1
Women have other duties / Girls " " interests	1

Reasons Attendance is Poor (Cont.)

Home duties & no gas	1
Lack of interest (men & women)	1
Distance - no gas	3
Friday night meetings not suitable to home women	1
Home duties; women not recognized by men; Women not interested because of discrimination in wage rates	1

Other —
Fear of company disapproval, Time of Meetings unsuitable, too tired etc.

Women's opinions re lack of interest on part of women members

Reasons for women's failure to participate in union affairs

Waiting for WLB decision - interest lost	Fear of reprisals by Co. if active in union; or	girls new in plant - do not know of earlier gains	union matters handled by officers with no participation by members -	men officers or bus-agts "run the union" - no attention to women's grievances / do not want w. active; grievances not handled	Restriction upon women serving as officers ...	women new; lack experience	men do not want w. active; not int. in w's participation;	married women with children; house work;	(see miscel.
#11 (think Co. gets no results		#78	#76		#1 (for 1 yr.)	#1	#46	#102	#19
#12 (think Co. gets no results	#79		#45		#66 (for 2 yrs)	#38	#43		#71
#38				#25		#31	#108		#68
#9 - WLB order not complied with by Co.	#14 (Co. fired active stewards)	#14		#46		#105	#74		
#53 - (1 yr. delay)	#72			#43		#72			
	#40			#311		#98			
	#108			#48					
				#49 (women appointed or given comp. only when male absent)					
				#64					
				#67					
				#102					
				#70					
				#47					
				#55 (plumbers + mod. environ.)					
				#108					
				#74 (did not improve work. conds.)					

Workers opinions re: lack of interest on part of women members

Women make unreasonable demands	union accomplishes nothing; or union should be more; grievances not handled,	Women not active in presenting own problems at union meetings, Let men take lead,	Women kept in lower pd. occupations (not promoted)	men leaders do negotiating or -women disc. against -unequal pay -" seniority	Women do not attend meetings; -not organized -	Miscel-
#72	#72	#48, refuse nomination for office	#72	#73 (lot eval. lower rate)	#93	#72 - women in clerical office don't get attention & their problems - no time after plant problems - disinterested at meetings
#32 - "union does not get wage increases"	#14 - men leaders inexperienced	#66	#73	#61	#34	#27 - union new - 1st job - getting workers to join
	#79 ("co-union"	#80 (do not take up complaints	#103	#103 (uneq. pay)	#36	#19 - Majority Negro, officers white, No meeting called - Don't want Negroes elected to office.
	#21 - co. fought union so no opportunity to make gains for w.		#80	#80 ("w. not put on jobs if men available"	#24	#71 - women jealous each other - if elected or abuses trouble
	#47 - (eq. pay not achieved)			#78 (" " ")	#38	#68 - Women not interested - expect to stop work
	#65 - " " " "			#64 " " "	#63	#43 - men do not encourage w. as - can't be sent -
	#56				#28	#25 - #49 women refuse to
	#67 " " " "				#31 (men & W.)	#47 take resp.
	#66 " " " " ✓				#42	#102
	#106 " " " "				#43	#103 - union does nothing to activate w. - not informed, not on coms, do not understand contr.
	#102				#47	
	#44				#31	
	#68				#58	
	#72				#56	
	#48				#66	
	#75				#102	
					#44	
					#53	
					#10	
					#16 ✓	
					#108	#105 - union has not taken up women's complaints re washrooms
					#35	#108 - W. expect stop work
						#107 - " " " "
	16					Note: In some Canneries disc. against women lack of interest may be due to this also not reported
	✓ "If equal pay w. would be more int.				✓ but w. active in shop	

(In some locals no prog. - to ext. w. - do not understand contr. seniority provis.)

Kind of Union Contract

	No. Plants
Total No. Plants.	92
No Contract	5
Close Shop or Union Shop	19
Maintenance of Membership	48.
Sole Bargaining Agent	14
Union Recognition	2
Preferential Shop	2
N.R.	2

1 In 1 plant union has worked without a contract since 1933 by preference of members
In 1 plant union contract was under negotiation

2 In 1 plant union where union had only union recognition; production all employees are members of union.

Percent of women in the Local Unions	Number of locals	Number of local in which women hold specified offices — No Office	Total locals in which women hold office	Total	Held one office only: Vice Pres.	Rec. Sec.	Fin. Sec.	Bus. Manager	Trustee	Guide	Exec. Bd.	Sgt. Arms	Shop Chmn.	Held more than one office: Total all offices	Sec. or Fin. Sec. Delegate	Delegate to City or State Bodies	Rec. Sec. Trustee	Fin. Sec. Rec. Sec. Delegate	Sec. Ex. Bd. Delegate	V.Pres. Rec. Sec. Fin. Sec.	3 on Sched. Pres. Treas. Rec. Sec. Ex. Bd. Delegate	Rec. Sec. Sgt. A.	Ex. Bd. Delegate	V.Pres. Bus. Mgr. Trustee Ex. Bd. Pres. Chmn.	Rec. Sec. Ex. Bd.	V.P. Trustee	V.P. Pres. Guide Trustee Rec. Sec. Trustee	Pres. Guide Trustee Ex. Bd.	Trustee Guide	Fin. Sec. Trustee	Rec. Sec. Fin. Sec. Trustee
Total	81	34	47	14	2		5		3	1	1	1	1	33 (2)	1	4	2	3	1	1	1 (1)	1	1	1	1	2	1	1 (1)	5	1 3
3 yrs or less in Union																														
Total	38	17 ½	18	6			(3)		1	1			(1)	17 (1)		3		(1)	(1)	(1)	(1)	1		(1)		(1)	(1)			
98 + 100 %	2		2	1			1							1 /																
75 - 98 %	3		3											3		1		1		1										
50 - 75 %	3	1	2	1						1				1					1											
25 - 50 %	13	11 ✓	9 ✓	2			1		1					7		2					1	1		1		1	1			
Under 25 %	12	12 ✓																												
Percent NR	(2)		2	2			1						1																	
Over 3 yrs in Union																														
Total	29	12 ½	17	5	2		1				(1)	1		12		1		(2)			(1)		(1)	(1)			(1)	3	(1)
75 - 98 %	1	—	1											1				1												
50 - 75 %	11	4	7											2				1			1						1	2	1
25 - 50 %	8	3	5 ✓	3		1					1	1		2								1	1						
Under 25 %	8	4 ✓	4	2		1	1							1		1												1		
Percent NR	(1)	1																												
Time in Union not reported																														
Total	17	5	12	3			1		2					9	1	1		2			1						1	1	2	
75 - 98 %	3		2											1				1												
50 - 75 %	3		3											3	1	1		1												
25 - 50 %	6	2	4 ✓	3			1		2					2														1		
Under 25 %	5	3 ✓	2											1														1		
Per Cent NR	(1)		1																											1

Note - Adding Amalgamated Local Units:

	Locals		Plant Units
Total -	81	+ 11 =	92
W. Holding Office -	47	+ 5 =	52
W. Holding No " -	34	+ 6 =	40

Women Holding Offices in Unions

Proportion of all members	Hold No Office: No. Unions	%	Hold Office: No. Unions	%	Total Reporting
75-100%	-		8	100	8 (100%)
50-75%	5	29 (14 33%)	12	71	17 (100%) (30 66%)
25-50%	9 (28) (54%)	33	18 (44) (43%)	67	27
Under 25%	19	76	6	24	25
Total Reporting	33	43	44	57	77

No. Local Unions in which These Offices Held By Women

24	President (#26, 78, 16, 30)	in 4 Locals
4	Vice Pres.	" 4 "
14	Financial Secy (or F. Sec.-Treas.)	" 14 "
15 Tot	Recording "	" 15 "
12	Trustee	
4	Guide	
2	Sgt. at Arms	
1	Business Mgr.	
1	Shop Chmn	
8	Executive Board Member	
9	Delegate to City or State Body	
1	Division Chairman	

75 Offices held by W.

— Women Presidents [1] — Va —

	Local Union	Affil	Plant	Select No.
1.	UAWA #764 -	CIO	Excel Curtain Co Elkhart, Ind	#26
2.	UMMSWA #607 -	CIO	Bridgeport Brass Indianapolis, Ind	#48
[1] 3.	UAWA #278 -	CIO	Dole Valve Co Chicago, Ill	#16 + (new)
	or #17 - Wire Cloth?			
[1] 4.	UERMWA #927 -	CIO	Electro-Voice South Bend Ind	#30

[1] all officers women

[2] All 4 locals were since war

Women in Office in local unions

Total reporting	Hold no office	%	Hold office	%	
81	34	42	47	58	

— from Table I d

↓ In 23 locals women hold more than 1 office

Plant Committees in which women serve

Proportion women to total employees in plant	No. plants	On No Com.	Women on some com	Org. Bargaining	Plants Com. w Labor mangt	Com. only Shop Stewards	Shop Com.	Griev. Com.	Bargaining	Bargaining & Grievance	Com. other than Bargaining	Safety Committee	Bargaining	Bargaining & L.M.
Total plants	92	9	83											
75 - 100%	7			1		1			4[2]	1			1[0]	1
50 - 75%	25	1		1		8	1		2	1		1		2
25 - 50%	28[30]	2		1		12[14]		1	2[3]	2[1]			2[2]	
Less 25%	28[27]	6		1		18[16]				1				
Cannot tell	3					2								
	92	9	83	(4)		40[41]	(1)	(1)	(7)	(4)		(1)	(2)	(3)

Bargaining & Griev.	Bargaining & L.M. & Griev.	Shop Committeeman	Shop Steward	Shop L.M. Steward	Griev. L.M. & S.S.	Griev. S.S.	Division Committeeman S.S.	L.M. & S.S. Red Cross War Prod. Drive	L.M. & S.S.	Entertainment S.S.	Alternate S.S. Committeeman
(1)	1[0]	1	1	(1)	(1)	5	1	1	5	1	1

Two plants - Shop Stewards - 71 (CIO)

Bargaining or Shop Com. - Tot. 34 plant units

Total reporting on Seniority - 30

Same 0

Separate 27 = 90%

3 = 10%

NR - 1
NC - 2
No Progs - 1

✓ 2 plants have no committees in plant. Business agent handles grievances

✓ 29 plants have Labor Management Committees

✓ 42 plants have combined Barg. & Griev. Com.

Corering 2,085 women

SS. - Shop Steward
L.M. - Labor Management Committee
Ent. - Entertainment or Social

Number of plants in which women were in production in normal times

Total plants	92	
New plants	(1) 6	#9, 42, 48 - CIO. #52, 55, 77 - AFL.
Old plants	86	
Women normally employed on production	61	
Women not normally employed in production	25	

(1) Two plants had both old & new units
- 1 - #9 (CIO) has new aircraft dept since war
- 1 - #77 (AFL) has old & new unit

No Locals (plant units)	Plant Committees ON which Women Serve
✓ 22	Bargaining (or Barg & others)
✓ 12	Grievance (" Griev. & others)
✓ 5	Barg. & Grievance
16	Labor Management
✓ 4	Shop.
✓ 71	Shop Steward
✓ 3	Shop Committeeman or Division Committeeman
✓ 1	Safety
✓ 1	Shop Activity
✓ 1	Red Cross
✓ 1	Entertainment
✓	Does not include none Locals where women are alternate shop Stewards

Local Union Committees on which women serve

Trade Union Study

| Percent women are of total local Union membership | Number of locals | On No Committees | N.R. | Number of locals in which women serve on Committees | Serve on one Committee only | | |

F

I

Unions which did not report membership,

No. of Local	Type of Local	Schedule numbers	No. of plants in local	No. of plants reporting Union members	No. of plants in employ.	No. of plants schd.	Number of Union members Plants No.	Total No.	Women	No. of scheduled plants not reporting Plants No.	Total No.	Women
				M-2290 W-320	M-2290 W-320							
#233	A.F.L. Chicago	76, 76a	2	3	3	2	2	2250	500	2	2250	500
				M-3500 W-2000	M-3500 W-2000							
#713	A.F.L. Chicago	80, 809	3+ 1 Other	3	3	2	2	2500	1500	2	2500	1500
#66	A.F.L. Milwaukee	64, 65, 66	2	3	3	3	3	1105	550	3	1705	810
				6690								

Total Unions - 81

Unions rpting membership - 78

Total membership -

" Women -

Total plants on 81 Unions - 205+

Total plants rpting no of employees - 109

Total plants employees 234070

Total " women 79748

Total plants covered in study 92

Total plants reporting employment - 89

Total 223846

Women 73081

Scope - Summary (1)

1.

Total Unions covered 81.

Reporting membership.

No of Unions	78
No of members	190,000
No of women members	62,000
Percent Women. about 1/3	

The 3 Unions which did not report memberships are the 3 largest Unions:

1 with 72 plants
1 " 26 "
1 " more than 3 plants

Total plants covered 92

Total plants rptg employment 89

Total employees	225,000
Total women	75,000
Percent women	1/3

Areas Covered.

Unions - 81 total

Illinois - 32 Unions.

Chicago Area - 18 Unions;

Indiana - 33 Unions

South Bend Area - 11 Unions including Anderson, E

Wisconsin - 16 Unions

Milwaukee area -

Plants - 92 total

Illinois - 35 plants

Indiana - 39 plants

Wisconsin - 18 plants

(See Table VIIIb

	Plant Units	No. women
Men & Women on same jobs		
No. contracts	80	*78,407 (approx)
Men & Women not on same jobs		
No. contracts (Scheds. # 75, 105, 105A, 31, 32)	5	801
N.R., N.C., Inap. (Scheds. # 64, 11, 12, 5, 2, 30, 19)	7	540
	1341	
Total	92	79,748 (75,000 round

*79,748
- 1,341.
78,407

Scope - Summary (1)

Total Unions covered 81.

Reporting membership:

No of Unions	78
No of members	190,000
No of women members	62000
Percent Women	About 1/3

The 3 Unions which did not report memberships are the 3 largest Unions:
1 with 72 plants
1 " 26 "
1 " more than 3 plants

Total plants covered 92

Total plants rptg employment 89

Total employees	225,000
Total women	75,000
Percent women	1/3

Areas Covered.

Unions - 81 total
- Illinois - 32 Unions
  - Chicago Area - 18 Unions; Other Ill - including Peoria, Moline, Rock Island - 14 Unions
- Indiana - 33 Unions
  - South Bend Area - 11 Unions; Indianapolis - 8 Unions; Other Indiana including Anderson, Evansville, Seymour + Owensboro, Ky - 14 Unions
- Wisconsin - 16 Unions
  - Milwaukee area - 16 Unions

Plants - 92 total
- Illinois - 35 plants
- Indiana - 39 plants
- Wisconsin - 18 plants

Areas covered. Code for areas

Illinois. 10

1 Chicago, Chicago Heights, North Chicago, Waukegan, Cicero, Park Forest

Other Ill- Moline, East Moline, Peoria, Rock Island

Indiana - 20

South Bend Area - Elkhart, Mishawaka, South Bend

Other Ind - Anderson, Lafayette, Evansville, East Chicago

Indianapolis Area - Indianapolis

Ky - Owensboro - 30

Wisc - 40

Milwaukee, West Allis

(12)

12 cards
11 Unions
10 Unions

	Unions	Plant		full reptg. 11 plants 10 unions	
So. Bend -	11 unions 20, 21, 22.	12 plants ✓			
Total	40399	40648		40208	40506
Women	11692	11734		11684	11726
%	28.9	28.9		29.1	28.9

			12 plants 8 unions	
Indianapolis -	8 unions 26	13 plants		
Total	18875	21070	18875	20920
Women	8451	9481	8451	9281
%	44.8	45.0	44.8	44.4

Other Indiana + Ky.	14 unions 23 – 27, 30	14 plants	all
Total	41537	54266	
Women	17180	23388	
%	41.4	43.1	



1650
5550
7200

(Source Materials { Tables / Interviews / Opinions of women })

Tables for Union Study

Union Data

I Scope
- A Number of Unions by Type of Union
- b. Number of Unions by Area
- c Membership by Area - total Women and Percent Women of total
- d Number of Union Contracts
- e Women on Production in Normal times
- f Plants by Products

II. Time Unions Organized by Year Women Became Members

III. Number of Plants Represented by Unions (this table has not been worked up).
Percent Men in these Plants are Union Members
" Women " " " " " "

III Cost Attached to Union Membership -
- A Method of Collecting Dues
- b. Fines
- c Attendance
- d Local Union Committees on which Women Serve
- e Plant Committees on which Women Serve

V. Union Offices Held by Women

VI. Kind of Union Contract.

VII. Attendance at Union Meetings

VIII. A & b. Pay Provisions in Union Contract

1. Equal Pay Provided in Contract
(1) No-discrimination clause (2) Equal pay clause (3) Rate for the job

2. Equal Pay + ...
Same Beginning Rate, Same Progression, etc.

IX. Jobs Held by Women
  A Women on Women's Jobs Only
  b. Men And Women on Same Jobs.
X. Women on Bargaining, Grievance, or Shop Committees (or Executive Board).
XI. Women Kept on Lower Paying Jobs (Reported by Women Interviewed).
XII Attitudes of Local Union Officials Toward Continued Employment of Women
XIII. Program For Increasing Women's Participation In Union Activities
XIV. Seniority (also see Table IX A)
XV. Number of Shifts Plants Operate
XVI. Maternity Leave
XVII. Contract Provisions And Plant Practices As to Rest Periods
XVIII. Contract Provisions and Plant Practices as to Lunch Periods
XIX. Health And Safety Provisions in Union Contracts
XX Opinions of Women

"Non-Discrimination" Clause — After 9 months experience

By Equal Pay Clause —

By Rate of Job Progression —

Women in Women's Trades

Practice

*NC = No Content	Does contract provide same starting rate for inexperienced M & W				Does contract provide same automatic progression policy for M & W				Does contract obviate wage discrimination against women (by 1, 2, or 3)			Does contract openly discriminate against women			Job & Rate Sheet Exper. M & W	
Schedule II	Schedule III	Yes	No	Policy not stated	NR	Yes	No	No policy	NR	Yes	No	NR	Yes	No	NR	Do same jobs	Jobs & Rates by Sex
3	18 4		✓		✓				✓		✓				✓	✓	✗
1 (manner unexplained)	19 4	✓			✓			✗			✗		40		✓	(inapt)	—
3	20 4	✓				✓				✗ 3 ✓					✓	✓	✗
3	21 5 6		✓		✓			✓			✓				✓	✓	✓
3	22 5 6	✓			✓					✗ 3 ✓					✓	✓	✗
3	23 6		✓		✓					✓ 2*			✓			✓	✓
3	24 4		✓					✓			✓		✓			✓	✓
3	25 4		✓		✓			✓		✗ 2				✓		✓	✗
3	26 6		✓		✓			✓		✓ 2			✓			✓	✓
3	27 4			✓	✓			✓		✗ 3 ✓				✓		✓	✗
3	28 4		✓		✓			✓		✓ 2			✓			✓	✓
3	29 5 6		✓		✓					✓	✓		✓			✓	✓
3	30 4	✓			✓					✓ 1, 2, 3	Before WLB		326	✓		(inapt)	—
1	31 4		✓		✓					✓	✓		270 ✓			✗	✓
3	32 5 6		✓		✓					✓ 2, 3			56	✓		✗	✓
3	33 4	✓			✓					✗ 2, 3 ✓				✓		✓	✗
3	34 4		✓			✓				✗ 1 ✓				✓		✓	✗
3	35 4		✓			✓				✗ 2				✓		✓	✗
3	36 6	CONTRACT BEFORE WLB						✓			Dates Same ✓					✓	✓
3	37 5 6	✓					✓			✓				✓	✓	✓	✗
3	38 4		✓		✓					✓	✓		✓			✓	✓
3	39 4	✓			✓					✓ ✓ 1, 2, 3				✓		✓	✗
3	40 4	✓			✓					✓ ✓ 3				✓		✓	✗
3	41 4	✓			✓					✗ 2 ✓			✓			✓	✗
3	42 4		✓				✓			✗ 2				✓		✓	✗
3	43 4		✓				✓				✓		✓			✓	✗
3	44 4		✓				✓			✗ 1, 2 ✓			✓			✓	✓
3	45 4	✓			✓					✗ 2, 3 ✓			✓			✓	✓
3	46 4		✓			✓				✗ 2 ✓			✓			✓	✓
3	47 4		✓			✓				✗ 2 ✓			✓			✓	✓
3	48 4		✓		✓						✓		✓			✓	✓
3	49 6			✓				✓	(#30 #32 inapt)		✓			✓		✓	✓
(p.1) Total		10	18	2	2			1			15	1					

P2

SCHEDULE			DOES CONTRACT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN				DOES CONTRACT PROVIDE SAME AUTOMATIC PROGRESSION POLICY FOR MEN & WOMEN				DOES CONTRACT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN			DOES CONTRACT OPENLY DISCRIMINATE AGAINST WOMEN			Job + Rate Sheet — Exper. M. + W. on Same Jobs	Jobs + Rates by Set (✓=yes, X=no)
			YES	NO	POLICY NOT STATED	NR	YES	NO	NO POLICY	NR	YES	NO	NR	YES	NO	NR		
			2	9			2	5	1	1	7	4						
3	1	(5) (6)		✓		✓		✓				✓				✓	✓	X
3	(2)	6	~~CONTRACT BEFORE WLB~~ (MB)				(No Contn MB)			(MB)			X (NC MB #D)				NC	NC
3	3	4		✓				✓			NR 2 ✓						✓	✓
3	4	6		✓						✓	✓						✓	✓
3	(5)	4	WAGE SECTION PENDING BEFORE WLB			(MB)				✓ (MB)			✓ 50				NR	NR
3	6	4	✓				✓				X 2 3						✓	X
3	7	6		✓			(MB)					✓					✓	✓
3	8	4		✓				✓			NR ✓ 2,3						✓	X
3	9	4		✓				✓			X 2,3 ✓						✓	X
3	10	4		✓					✓		✓ 3	X					✓	✓
3	(11)	4	NO CONTRACT										(MB) 15				NC	NC
3	(12)	4	NO CONTRACT										X (MB) 30				NC	NC
3	13	4		✓			✓					✓					✓	✓
3	14	4		✓				✓				✓					✓	X
3	15 (MB)	6	~~CONTRACT BEFORE WLB~~ (MB)				(Approved MB)			(MB)			✓				✓	NR
3	16	4	CONTRACT BEFORE WLB (MB)							(MB)			✓				✓	X
3	17	4	✓							✓	✓ 2,3						✓	X
			4	1			3				2	2						
3	50	4		✓				✓				✓					✓	X
3	51	4		✓				✓			✓						✓	✓
3	52	4		✓				✓			✓	X					✓	✓
3	53	4		✓			✓				✓						✓	✓
Total P2			2	13	15	1	12 NC-3	4	5	5	5 X 10	7	6	1 NC-3				

Tot 841

Subtotal #1-#17

#3 17 9

"No Discrimination" Clause — After 9 Months Experience — II {19, 37, 105} — VIII — Pl
By Equal Pay Clause —
By Rate of Job Progression
Women in Wartime
Men's
Table 3 — Part 5 —

WLB I

SCHEDULE II	III	*NC = No Content	PRACTICE: DOES CONTRACT PROVIDE SAME STARTING RATE FOR INEXPERIENCED M & W				DOES CONTRACT PROVIDE SAME AUTOMATIC PROGRESSION POLICY FOR M & W				✓ = Non Discrim. Clause, ✗ = Discrim. Clause — DOES CONTRACT OBVIATE WAGE DISCRIMINATION AGAINST W. (by 1, 2, or 3)			DOES CONTRACT OPENLY DISCRIMINATE AGAINST WOMEN			No. W. in 12 Locals — Information on Same Jobs	50% Time 50% Piece	
			YES	NO	POLICY NOT STATED	NR	YES	NO	NO POLICY	NR	YES	NO	NR	YES	NO	NR		Job & Rate Sheet Exper. M & W.	
3	18	4		✓		✓				✓		✓				✓		✓	✗
1	19	4	✗			✓			✗			✗		40		✓		Inapt	—
3	20	4	✓				✓				✗ 3 ✓					✓		✓	✗
3	21	5 6		✓		✓			✓			✓				✓		✓	✓
3	22	4 5 6	✓				✓				✗ 3 ✓					✓		✓	✗
3	23	6		✓		✓	✓				✓ 2*			✓				✓	✓
3	24	4		✓					✓			✓		✓				✓	✓
3	25	4		✓		✓			✓		✗ 2				✓			✓	✗
3	26	6		✓		✓			✓		✓ 2			✓				✓	✓
3	27	4			✓				✓		✗ ✓ 3				✓			✓	✗
3	28	4		✓					✓		✓ 2			✓				✓	✓
3	29	5 6		✓		✓				✓		✓		✓				✓	✓
1 3	30	4	✓			✓				✓	✓ ✓ 1, 2, 3		Before WLB	326	✓			In 45 M	—
1	31	4		✓		✓				✓	✓	✓		270 ✓				✗	✓
3	32	5 6		✓		✓				✓	✓ 2, 3			56	✓		Plant limit (Women work on male time)	✗	✓
3	33	4	✓			✓				✓	✗ 2, 3				✓			✓	✗
3	34	4		✓			✓				✗ 1 ✓				✓			✓	✗
3	35	4		✓			✓				✗ 2				✓			✓	✗
3	36	6	CONTRACT BEFORE WLB			✓				✓		Dallas Texas	✓					✓	✓
3	37	5 6	✓						✓		✓				✓	✓		✓	✗
3	38	4		✓		✓						✓		✓				✓	✓
3	39	4	✓			✓					✓ ✓ 1, 2, 3				✓			✓	✗
3	40	4	✓			✓					✓ ✓ 3				✓			✓	✗
3	41	4	✓			✓					✗ ✓ 2			✓				✓	✗
3	42	4		✓				✓			✗ ✓ 2				✓			✓	✗
3	43	4		✓				✓				✓		✓				✓	✗
3	44	4		✓				✓			✗ ✓ 1, 2			✓				✓	✓
3	45	4	✓			✓					✗ ✓ 2, 3			✓				✓	✓
3	46	4		✓				✓			✗ ✓ 2			✓				✓	✓
3	47	4		✓				✓			✗ ✓ 2			✓				✓	✓
3	48	4		✓		✓						✓		✓				✓	✓
3	49	6			✓				✓		#30 (#3 2 with #45) ✓	✓			✓			✓	✓
(P.1) Total			10	18	2	2			1			11	9						

✓ Rate for job = same rates on jobs on
which men & women both employed

P2

SCHEDULE	DOES CONTRACT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN				DOES CONTRACT PROVIDE SAME AUTOMATIC PROGRESSION POLICY FOR MEN & WOMEN				DOES CONTRACT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN			DOES CONTRACT OPENLY DISCRIMINATE AGAINST WOMEN			Job & Rate Sheet - Exhibit M-4 W. On same Jobs	Jobs & Rates by Set (Y = yes, X = no)
	YES	NO	POLICY NOT STATED	NR	YES	NO	NO POLICY	NR	YES	NO	NR	YES	NO	NR		
	2	9			2	5	1	1	7	4						
3 1 (2) 6		✓		✓		✓				✓				✓	✓	✗
3 (2) 6	~~CONTRACT BEFORE WLB~~														NC	NC
3 3 4		✓				✓			NR 2 ✓						✓	✓
3 4 6		✓						✓	✓ 2						✓	✓
3 (5) 4	WAGE SECTION PENDING BEFORE WLB										✓	50			NR	NR
3 6 4	✓				✓				X 2 3 ✓						✓	✗
3 7 6	✓				✓					✓					✓	✓
3 8 4		✓				✓			NR ✓ 2,3						✓	✗
3 9 4		✓				✓			X 2,3 ✓						✓	✗
3 10 4		✓					✓		✓ 3	✓					✓	✓
3 (11) 4	NO CONTRACT											15			NC	NC
3 (12) 4	NO CONTRACT											30			NC	NC
3 13 4		✓			✓					✓					✓	✓
3 14 4		✓				✓				✓					✓	✗
3 15 6	~~CONTRACT BEFORE WLB~~														✓	NR
3 16 4	CONTRACT BEFORE WLB														✓	✗
3 17 4	✓						✓		✓ 2,3						✓	✗
	4		1		3		2		2							
3 50 4		✓				✓				✓					✓	✗
3 51 4		✓				✓			✓						✓	✓
3 52 4		✓				✓			✓	✗					✓	✓
3 53 4		✓			✓				✓						✓	✓
Total - P2	2	13	1	2	4	5	5	5	10	6	1					
				NC-3			NC-4				NC-3					
												Tot 841				
															4	7 9

Subtotals #1-#12

* PENDING BEFORE WLB.

SCHEDULE	DOES CONTRACT PROVIDE SAME STARTING RATE FOR INEXPERIENCED M & W. YES	NO	POLICY NOT STATED	NR	DOES CONTRACT PROVIDE SAME AUTOMATIC PROGRESSION POLICY FOR MEN YES	NO	NO POLICY	NR	DOES CONTRACT OR. VIATE WAGE DISCRIMINATION AGAINST W. YES	NO	NR	DOES CONTRACT OPENLY DISCRIMINATE AGAINST WOMEN YES	NO	NR	Job + Rate Sheet - Exper. M. & W.:- On Same Jobs	Rates Listed By Sex
3 100 4		✓		✓	✓					✓		✓			✓	✓
3 101 4		✓		✓			✓			✓		✓			✓	✓
3 102 5		✓		✓			✓			✓		✓			✓	✓
3 103 4		✓		✓		✓				✓		✓			✓	✓
3 104 5		✓		✓	✓					✓*		25	✓		X	*
1 105* 4	UNION DOES NOT HAVE A CONTRACT*											200			X	✓
TOTAL*	10	23	2	2	16	5	14	2	22	14	1	18	13	6		
	+1 UNION WHICH HAS NO CONTRACT															
3 54 4	✓			✓	✓					✓			✓		✓	✗
3 55 4	✓			✓	✓				✗ 3'			✓			✓	✗
2 56 4		✓		✓	✓				✗ 2'			✓			✓	✗
2 57 5		✓		✓			✓			✓ OR		✓	✓		✓	✗
3 58 4	✓			✓	✓				✗ 3'				✓		✓	✗
2 59 4	✓			✓	✓				3'				✓		✓	✗
3 60 4	CONTRACT BEFORE WLB				✓						✓			✓	✓	✓
3 61 4		✓		✓	✓					✓		✓			✓	✓
3 62 6	✓			✓	✓				2'				✓		✓	✗
3 63 6		✓		✓	✓					✓		✓			✓	✓
3 64 4	CONTRACT WILL BE SIGNED SOON.										MB AC	40		✓	NC	NC
3 65 5	✓				✓				3'				✓		✓	✓
3 66 6		✓			✓					✓		✓			✓	✓
3 67 4		✓			✓					✓		✓			✓	✓
3 68 4		✓			POLICY FOR W. ONLY					✓		✓			✓	✗
3 69 4		✓					✓			✓		✓			✓	✓
3 70 4		✓			✓					✓		260 ✓			X	✓
TOTAL	6	9	2		12	1*	2	1	6	9	2	10	5	2	yes 19	
					(POLICY FOR W. ONLY)											
Total (p3)	6	14	2	-	1. NC-2	14	2	4	1. NC-2	6	14	1 NC-2	14			
GRAND TOTAL	16	32	8		28	6	16	4	28	23	3	28	18	8		

* PLUS 1 UNION WHICH HAS NO CONTRACT.

54 54 34 54

✓ Base rate lower for women

34 30.0 80

	AFofL	CIO
No dues 1 - 1		1
Legal pay 2 - 14 18	3	11
3 - 9	4	5
1+2 - 1		1
2+3 - 6		6
1+3 -		
1,2 3 - 2		2

~~31~~ ~~35~~ 33

2

(1) No dues - 11
Legal pay - 18

No dues	Legal pay	Rate
1	18	~~18~~ 8
2		6

2

II	III	Does contract provide same starting rate for inexperienced M+W: Yes	No	Policy not stated	NR	Does contract provide same automatic progression policy for M+W: YES	NO	No Policy	NR	Does contract obviate wage discrimination against women: YES	NO	NR	INAP	Does contract openly discriminate against W: YES	NO	NR	Job Sheet — Rate Sheet — Expt. Men & Women on same Jobs	Jobs Ranks By Sex
3	71		✓		✓		✓				✓			✓			✓	✓
2	72 4		✓		✓		✓			✓ ✓ 2					✓		✓	✓
2	73 4	✓			✓	✓				✓ 2,3					✓		✓	X
2	74 4		✓		✓		✓			✓ ✓ (1)	no comparable data				✓		✓	X
2	75 4	✓			✓	✓				✓ 3					✓		✓	X
2	76 4	✓			✓	✓					✓				✓		✓	X
3	76A 4	✓			✓	✓					✓				✓		✓	X
2	77 4	✓			✓	✓				✓ (1) 2,3						✓	✓	X
3	78 4	✓			✓	✓				X ✓ 3				✓			✓	✓
2	79 4		✓		✓		✓			X ✓ (2)	no comparable data			✓			✓	✓ (2)
3	80 4		✓		✓		✓			✓ (3)	X			✓			✓	✓
3	80A 4		✓		✓		✓				✓			✓			✓	✓
2	81 4	✓			✓	✓					✓			✓			✓	✓
2	106 4		✓		✓	✓				X ✓ 3					✓		✓	X
3	107 4	✓			✓	✓				✓ ✓ 3					✓		✓	X
2	108 4		✓		✓		✓			X ✓ 2					✓		✓	✓
																	yes 16	
Total (p 4)		8	8	—	—	16	9	7	0 4 5 12	10 9 2 1 6	6	—						
Gr. Tot.		(26) 1	53	X 3	5 6 9 SNC	(41)	18	20 21 39	9 NC 12	46 44	38	6 4 NC		(29)			Tot yes 30 yes 34 no 25 no 36 Inap 2 Gr Tot 86 plant units 44 contracts	5 NC 1 41

Total two plants 92 ✓
No. Contracts rep'td on — 87.
Same women in Mgrs Jbs —
Equal pay clause —

✓ plus 1 reporting on wage agt. = 88
✓ each individual is rated (#79)

-2 (#30 #32) Same M+W on same jobs → Inap.

#32 of 60 (where M+W on same jobs) (Have 1, 2, or 3)

M & W. Not on Same Jobs —
(#105 31, 104, 70) Tot (5)
#32

{No Contract} — (11), 12, (64), 2, 5
{NR} —
Inap - #30, #19 Tot 7

PAY PRACTICES IN PLANT

✓ = yes
X = No
NR = NR
– = Won WS Jobs only

Before WLB (1) N.C. (2)

SCHEDULE (Contr.	Experienced M&W Have Same		Women Kept On Lower Paid Jobs Longer Than Men				Promotion By Seniority, regardless of Sex	Comparability of Work Performed determined By:			
	Jobs	Rates	Yes	No	Insp	NR		Collective Barg.	Decision of Mgt.	Job eval. Formal	Job eval. Informal
18	✓	X		✓					✓		
19	All w. No Men employed	–			✓ only 4 men in pl.				✓		
20	✓	NR		✓					✓		
21	NR	NR	✓						NR		
22	✓	✓		✓					NR	✓	
23	✓	X		✓					✓		
24	✓	X		✓					✓		
25	✓	✓	✓					✓			
26	✓	NR	✓					✓	✓		
27	✓	NR		✓				✓	✓		
28	✓	NR	✓					✓			
29	✓	X	✓						✓	✓	
30	–	–			only 5 M. ✓			✓	✓		
31	X	–	✓					✓	✓		
32	X	–		✓				✓			
33	✓	✓		✓					✓		
34	✓	✓		✓					✓	✓	
35	X	–	✓						✓		
36 WLB	✓	✓	✓						✓		
37	✓	✓		✓					✓		
38	✓	X	✓						✓	✓	
39	✓	✓		✓					✓		
40	✓	✓		✓				NR	NR	✓	
41	✓	✓		✓					✓		
42	✓	✓		✓					✓	✓	
43	✓	✓		✓					✓		
44	✓	✓		✓					✓		
45	✓	✓	✓					✓	✓		
46	✓	X	✓						✓		
47	✓	X	✓					NR	NR		
48	✓	✓	✓						✓	✓	
49	✓	–	✓						✓		
								3	20	7	

	Experienced M & W have same		Women kept on lower paid jobs longer than men				Promotions — By seniority regardless of sex	Comparability of work performed determined by:			
	Jobs	Rates	Yes	No		NR		Collective Barg.	Decision of Mgt.	Job Eval. formal	Job Eval. informal
1	NR	NR	✓					✓	✓		
2	NR	NR	✓						✓		
3	NR	NR	✓					✓	✓		
4	NR	NR	✓					✓	✓		
5	NR	NR	✓						✓		
6	NR	NR		✓				✓	✓		
7	NR	NR		✓				✓	✓		
8	NR	NR	✓						✓		
9	✓	X	✓						✓		
10	✓	✓	✓					✓			
11	NR	NR	✓						✓		
12	✓	✓		✓				✓	✓		
13	NR	NR		✓					✓	✓	
14	✓	✓		✓					✓	✓	
15	X	✓		✓					✓		
16	✓	X	✓					NR			
17	✓	NR		✓					✓		
50	✓	NR				✓ New in plant		✓			
51	✓	NR		✓					✓	✓	
52	✓	✓		✓				✓		✓	
53	✓	NR	✓					✓			
								4	10	4	

Col. B. + Mgt 6

B 3a

Schedule	Experienced M+W Have Same: Jobs	Experienced M+W Have Same: Rates	Women Kept On Lower Paid Jobs Longer Than Men: Yes	No		NR	Promotion & Upgrading By Seniority Regardless of Sex	Comparability Of Work Performed Determined By: Collective Barg.	Decision of Mgt.	Job Evaluation: Formal	Informal	Effective in Union: Yes	No
100	✓	X°	✓						✓				
101	X	—		✓				✓					
102	✓	✓°		✓					✓				
103	X	—		✓					✓	✓			
104	X	—	✓						✓	✓			
105	X	—		✓					✓				
54	✓	NR				W. ✓ New in pl.			✓				
55	✓	✓		✓					✓	✓			
56	✓	X	✓						✓				
57	✓	✓				W. ✓ New in pl.			✓				
58	✓	✓		✓				NR	NR	✓			
59	✓	✓		✓					✓				
60	X	—	✓					✓					
61	✓	✓	✓					✓	✓				
62	✓	✓	✓						✓	✓			
63	✓	✓	✓						✓				
64	X	—	✓					✓	✓	✓			
65	✓	X	✓						✓	✓			
66	✓	X		✓					✓	✓			
67	✓	X		✓°				NR		✓			
68	✓	✓°	✓°						✓				
69	✓	✓	✓°						✓				
70	X	—	✓					✓					
								3	16	9			

C.I. B & M, I. 2

Practices

SCHEDULE	EXPERIENCED MEN HAVE JOBS	EXPERIENCED W. SAME RATES	Women Kept ON LOWER PAID JOBS LONGER THAN MEN				PROMOTION + UPGRADING BY SENIORITY REGARDLESS OF SEX	Comparability Of Work Performed Determined By			
								Collective Barg	Decision Of Mgt	Job Evaluation	
			Yes	No		NR				Formal	Informal
71	✓	✓	✓						✓		
72	✓	✗		✓				✓		✓*	
73	✓	✓	✓						✓		
74	✗	–		✓					✓	✓	
75	✓	✓		✓				✓			
76	✓	✓		✓					✓		
76A	✓	✓		✓					✓		
77	✓	✗	✓						✓		
78	✓	✓	✓						✓		
79	✓	✗		✓				✓			
80	✓	✓	✓					✓			
80A	✓	✓	✓					✓			
81	✓	✗		✓					✓		
106	✓	✗		✓					✓		
107	✓	✗		✓				✓		✓	
108	✓	✓		✓					✓	✓	
Total			43	44		5		6	10	4	
Yes	66	36									
No	11	21									
NR	13	21									
Mem. Winston same jobs Incapt	9	14									
gr. Tot	92	92									

gr. Tot

* for women's jobs only

Spring

DIRECTORY OF LABOR UNIONS

February, 1944

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WORKING CONDITIONS AND INDUSTRIAL RELATIONS BRANCH

Prepared by the Industrial Relations Division

AMERICAN FEDERATION OF LABOR

901 Massachusetts Ave., N. W.
Washington 1, D. C.

Pres. William Green . . . Sec'y George Meany

CONGRESS OF INDUSTRIAL ORGANIZATIONS

718 Jackson Place, N. W.
Washington 6, D. C.

Pres. Philip Murray . . . Sec'y James B. Carey

RAILWAY LABOR EXECUTIVES ASSOCIATION

10 Independence Ave., S. W.
Washington 4, D. C.

Chrm. T. C. Cashen . . . Exec. Sec.-Treas. J. G. Luhrsen

DEPARTMENTS OF AMERICAN FEDERATION OF LABOR

BUILDING & CONSTRUCTION TRADES DEPT.

901 Massachusetts Ave., N. W.
Washington 1, D. C.

Actg. Pres. Richard J. Gray . . . Sec'y Herbert Rivers

METAL TRADES DEPARTMENT

901 Massachusetts Ave., N. W.
Washington 1, D. C.

Pres. John P. Frey . . . Sec'y Jos. S. McDonagh

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936 North Michigan Ave.
Chicago, Illinois

Pres. Bert M. Jewell . . . Sec'y J. M. Burns

UNION LABEL TRADES DEPARTMENT

901 Massachusetts Ave., N. W.
Washington 1, D. C.

Pres. Matthew Woll . . . Sec'y I. M. Ornburn

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Boilermakers, Iron Ship Builders & Helpers of America, Int'l Bro. of

Bricklayers, Masons & Plasterers Int'l Union of America

Bridge & Structural Iron Workers, Int'l Ass'n of

Carpenters & Joiners of America, United Bro. of

Electrical Workers of America, Int'l Bro. of

Elevator Constructors, Int'l Union of

Engineers, Int'l Union of Operating

Granite Cutters' Int'l Ass'n of America, The

Hod Carriers, Building & Common Laborers' Union of America, Int'l.

Lathers, Int'l Union of Wood, Wire & Metal

Marble, Slate & Stone Polishers, Rubbers & Sawyers, Tile & Marble Setters' Helpers & Terrazzo Helpers, Int'l Ass'n of

Painters, Decorators & Paperhangers of America, Bro. of

Plasterers' & Cement Finishers Int'l Ass'n of the U. S. & Canada, Operative

Plumbers & Steam Fitters of the U. S. & Canada, United Ass'n of

Roofers, Damp & Waterproof Workers' Ass'n, United Slate, Tile & Composition

Sheet Metal Workers' Int'l Ass'n

Stonecutters' Ass'n of North America, Journeymen

Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l Bro. of

METAL TRADES DEPARTMENT

Architects & Draftsmen's Union, Int'l Federation of Technical Engineers

Blacksmiths, Drop Forgers & Helpers, Int'l Bro. of

Boilermakers, Iron Ship Builders & Helpers of America, Int'l Bro. of

Bridge & Structural Iron Workers, Int'l Ass'n of

Electrical Workers of America, Int'l Bro. of

Engineers, Int'l Union of Operating

Firemen & Oilers, Int'l Bro. of

Hod Carriers, Building & Common Laborers' Union of America, Int'l

Machinists, Int'l Ass'n of
Metal Polishers, Buffers, Platers & Helpers Int'l Union
Molders & Foundry Workers Union of North America, Int'l
Pattern Makers' League of North America
Plumbers & Steam Fitters of the U. S. & Canada, United Ass'n of
Sheet Metal Workers' Int'l Ass'n
Stove Mounters' Int'l Union of North America

RAILROAD EMPLOYEES' DEPARTMENT

Blacksmiths, Drop Forgers & Helpers, Int'l Bro. of
Boilermakers, Iron Ship Builders & Helpers of America, Int'l Bro. of
Electrical Workers of America, Int'l Bro. of
Firemen and Oilers, Int'l Bro. of
Machinists, Int'l Ass'n of
Railway Carmen of America, Bro. of
Sheet Metal Workers' Int'l Ass'n.

NATIONAL AND INTERNATIONAL UNIONS

Actors & Artistes of America, The Associated 45 West 47th Street New York City 19	AFL	Pres.	Paul Dullzell
Actors' Equity Ass'n 45 West 47th Street, NYC		Sec'y	Paul Dullzell
Brother Artists Ass'n 1564 Broadway, NYC		Pres.	Thos. J. Phillips
Chorus Equity Ass'n 701 Seventh Ave., NYC		Sec'y	Miss Ruth Richmond
Hebrew Actors Union 31 East 7th Street, NYC		Pres.	Jean Greenfield
Hebrew Chorus Union 1917 Walton Ave., Bronx, NYC		Sec'y	Michael Zwiback
Hungarian Actors & Artists Ass'n 266 East 78th Street, NYC		Sec'y	Tibor Gathy
Italian Actors Union 106 West 52d Street, NYC		Sec'y	Lawrence Rondine

Actors & Artistes of America, The Associated—*Continued*		
Musical Artists, American Guild of **2 West 45th Street, NYC**		**Sec'y Mrs. Blanche Witherspoon**
Radio Artists, American Federation of **2 West 45th Street, NYC**		**Sec'y Mrs. Emily Holt**
Screen Actors Guild 7046 Hollywood Blvd. Hollywood, Calif.		Sec'y Kenneth Thompson Eastern Rep. Mrs. Florence Marston 545 Fifth Ave., NYC
Variety Artists, American Guild of 1650 Broadway, NYC		Nat'l Director Matt Shelvey
Airline Communications Employees' Ass'n 144-32 35th Ave., Flushing, N. Y.	Ind.	Pres. Otto H. Schmidt Sec'y J. I. Osborn
Air Line Mechanics Ass'n, Int'l 155 N. Clark Street Suite 1318 Chicago, Illinois	Ind.	Pres. J. L. McFarland Sec'y Glen Phares
Air Line Pilots Ass'n, Int'l 3145 West 63d Street Chicago 29, Illinois	AFL	Pres. David L. Behncke Sec'y L. W. Harris
Aluminum Workers of America 209-10 Shepard Bldg. New Kensington, Pa.	CIO	Pres. N. A. Zonarich Sec'y Wm. J. Ferguson
Aluminum Workers Unions, Int'l Council of 605 Columbia Bldg. Pittsburgh, Pa.	AFL	Pres. Eddie R. Stahl 3304 Market Ave., E. St. Louis, Ill. Sec'y Hugh Boyle Harrison, N. J.
Architects & Draftsmen's Unions, Int'l Federation of Technical Engineers, 901 Massachusetts Ave., NW Washington 1, D. C.	AFL	Pres. Foster J. Pratt Sec'y D. M. Hancock

Architects, Engineers, Chemists & Technicians, Int'l Federation of 5 Beekman Street New York City	CIO	Pres. Sec'y	Lewis A. Berne James A. Gaynor
Asbestos Workers, Int'l Ass'n of Heat & Frost Insulators and Ninth & Mt. Vernon Pl., NW Washington 1, D. C.	AFL	Pres. Sec'y	Joseph A. Mullaney C. W. Sickles
Associated Unions of America 161 W. Wisconsin Ave., Milwaukee, Wis.	(*)	Pres. Sec'y	J. B. Gonnering Victor C. Gerlot
Automobile, Aircraft & Agricultural Implement Workers of America, United 411 W. Milwaukee Detroit, Mich.	CIO	Pres. Sec'y	R. J. Thomas George F. Addes
Automobile Workers of America, United 82 W. Montcalm Street Detroit 1, Mich.	AFL	Pres. Sec'y	Lester Washburn Anthony Doria
Bakery & Confectionery Workers' Int'l Union of America 2719 No. Wilton Ave., Chicago 14, Ill.	AFL	Pres.	Herman Winter
Barbers & Beauty Culturists Union of America 316 Flatbush Ave., Brooklyn, N. Y.	CIO	Pres. Sec'y	John Tartamella P. Charles Di Neri
Barbers, Hairdressers & Cosmetologists' Int'l Union of America, The Journeymen 12th & Delaware Sts. Indianapolis 7, Ind.	AFL	Pres.	W. C. Birthright
Bill Posters, Billers & Distributors of the U. S. & Canada, Int'l Alliance of Room 820, Longacre Bldg. 42nd & Broadway New York City 18	AFL	Pres. Sec'y	Leo Abernathy Wm. McCarthy

*Member of Confederated Unions of America

Blacksmiths, Drop Forgers & Helpers, Int'l Bro. of 2922 Washington, Blvd. Chicago 12, Ill.	AFL	Pres. Sec'y	Roy Horn Wm. F. Kramer
Boilermakers, Iron Ship Builders & Helpers of America, Int'l Bro. of Suite 522, Brotherhood Block Kansas City 11, Kansas	AFL	Pres. Sec'y	Chas. J. MacGowan Wm. E. Walter
Bookbinders, Int'l Bro. of 901 Massachusetts Ave., NW Washington 1, D. C.	AFL	Pres. Sec'y	John B. Haggerty J. B. Brewitt
Boot & Shoe Workers Union 246 Summer Street Boston 10, Mass.	AFL	Pres.	John J. Mara
Brewery, Flour, Cereal & Soft Drink Workers of America, Int'l Union of United 2345-51 Vine Street Cincinnati, Ohio	Ind.	Pres.	Joseph Obergfell
Brick & Clay Workers of America, The United 1550 W. 95th Street Chicago, Ill.	AFL	Pres. Sec'y	Frank Kasten Wm. Tracy
Bricklayers, Masons & Plasterers Int'l Union of America 815 15th Street, NW Washington 5, D. C.	AFL	Pres. Sec'y	Harry C. Bates Richard J. Gray
Bridge & Structural Iron Workers, Int'l Ass'n of 1615-20 Syndicate Trust Bldg. St. Louis 1, Mo.	AFL	Pres. Sec'y	P. J. Morrin John H. Lyons
Broom & Whisk Makers Union, Int'l 1716 North Long Ave., Chicago 51, Ill.	AFL	Pres. Sec'y	Tony Hohl F. H. Niyork 4030 Kammerling Ave. Chicago, Ill.
Building Service Employees' Int'l Union 130 North Wells Street Chicago 6, Ill.	AFL	Pres. Sec'y	Wm. L. McFetridge Wm. H. Cooper

Cannery, Agricultural, Packing & Allied Workers of America, United 1505 Race Street Philadelphia, Pa.	CIO	Pres. Sec'y	Donald Henderson Harold J. Lane
Carpenters & Joiners of America, United Bro. of Carpenters Bldg. Indianapolis 9, Ind.	AFL	Pres. Sec'y	Wm. L. Hutcheson Frank Duffy
Cement, Lime & Gypsum Workers Int'l Union, United 549 W. Randolph St. Chicago 6, Ill.	AFL	Pres. Sec'y	Wm. Schoenberg Toney Gallo
Chemical & Allied Industries Unions, Int'l Council of 2701 First Central Tower Bldg. Akron, Ohio	AFL	Pres.	H. A. Bradley
Cigarmakers' Int'l Union of America 1003 K Street, NW Washington 1, D. C.	AFL	Pres.	R. E. Van Horn
Cleaning & Dye House Workers, Int'l Ass'n of 1740 East 12th Street Cleveland, Ohio	AFL	Pres. Sec'y	W. S. Gross H. E. Greenwald
Clothing Workers of America, Amalgamated 15 Union Square New York City	CIO	Pres. Sec'y	Sidney Hillman Jacob Potofsky
Communications Ass'n, American 10 Bridge Street New York City	CIO	Pres. Sec'y	Jos. P. Selly Miss Josephine Timms
Confederated Unions of America ~~1215 NBC Bldg. Cleveland 14, Ohio~~ 809 Eye St. N.W. Wash. 1, D.C.	Ind. Federation	Pres. Sec'y	Matthew Smith Donald F. Cameron
Construction Workers, United	(See United Mine Workers of America)		

Coopers' Int'l Union of North America Room 958, Park Square Bldg. Boston 16, Mass.	AFL	Pres.	James J. Doyle
Diamond Workers' Protective Union of America 132 Joralemon Street Brooklyn 2, New York	AFL	Pres. Sec'y	Jules Verbeck Juda Oppasser
Die Sinkers Conference, Int'l 5713 Euclid Ave. Cleveland, Ohio	Ind.	Pres. Sec'y	J. G. Meiner C. A. Lossing
Distillery, Rectifying & Wine Workers' Int'l Union of America 1417 K Street, NW Washington 5, D. C.	AFL	Pres. Sec'y	Jos. O'Neil Sol Cilento
District 50	(See United Mine Workers of America)		
Dyers, Finishers, Printers & Bleachers of America, Federation of	(See Textile Workers Union of America)		
Editorial Ass'n, The American (Council of Federal Labor Unions) 901 Massachusetts Ave., NW Washington 1, D. C.	AFL	Nat'l Dir. Sec'y	Francis P. Fenton Victor E. Barnes 642 Civic Opera Bldg. Chicago, Ill.
Electrical, Radio & Machine Workers of America, United 11 E. 51st Street New York City 22	CIO	Pres. Sec'y	Albert J. Fitzgerald Julius Emspak
Electrical Workers of America Int'l Bro. of 1200 - 15th Street, NW Washington 5, D. C.	AFL	Pres. Sec'y	Edw. J. Brown G. M. Bugniazet
Elevator Constructors, Int'l Union of 12 So. 12th Street Philadelphia 5, Pa.	AFL	Pres. Sec'y	John C. MacDonald Frank Feeney, Jr.

Engineers, Int'l Union of Operating 1003 K Street, NW Washington 1, D. C.	AFL	Pres. Sec'y	Wm. E. Maloney F. A. Fitzgerald
Engravers & Sketchmakers, Inc., Friendly Society of 555 Washington Ave., Nutley, N. J.	Ind.	Sec'y	John Allison
Farm Equipment & Metal Workers of America, United 188 W. Randolph Street Chicago 1, Ill.	CIO	Pres. Sec'y	Grant W. Oakes Gerald Fielde
Farmers' Union, Southern Tenant 166 Monroe St. Graham Bldg., Room 204 Memphis 1, Tenn.	Ind.	Pres.	H. L. Mitchell
Federal Employees, Nat'l Federation of 10 Independence Ave., SW Washington 4, D. C.	Ind.	Pres. Sec'y	Luther Steward Miss Gertrude McNally
Federal Workers of America, United 1338 I Street, NW Washington 5, D. C.	CIO	Admin. Sec'y	Allan S. Haywood Miss Eleanor Nelson
Fire Fighters, Int'l Ass'n of 901 Massachusetts Ave., NW Washington 1, D. C.	AFL	Pres. Sec'y	Fred W. Baer Geo. J. Richardson
Firemen & Oilers, Int'l Bro. of 330 South Wells Street Chicago 6, Ill.	AFL	Pres. Sec'y	John F. McNamara John Clinton
Fishermen & Allied Workers of America, Int'l Union of 4124 Arcade Bldg. Seattle, Wash.	CIO	Pres. Sec'y	J. F. Jurich Martin Hegeberg
Foreman's Ass'n of America 515 Barlum Tower Detroit, Mich.	Ind.	Nat'l Pres.	Robert H. Keys

Furniture Workers of America, United 261 Fifth Ave. New York City	CIO	Pres. Sec'y	Morris Muster Max Perlow
Garment Workers of America, United 45 Astor Place New York City 3	AFL	Pres. Sec'y	Jos. P. McCurdy Miss E. M. Hogan
Garment Workers' Union, Int'l Ladies' 1710 Broadway New York City	AFL	Pres. Sec'y	David Dubinsky Frederick F. Umhey
Gas, Coke & Chemical Workers of America, United 718 Jackson Place, NW Washington 6, D. C.	CIO	Pres. Sec'y	Martin Wagner Cecil Martin
Glass Bottle Blowers Ass'n of The U. S. & Canada 12 So. 12th Street Philadelphia 7, Pa.	AFL	Pres. Sec'y	James Maloney Thos. B. Eames
Glass, Ceramic & Silica Sand Workers of America, Federation of 118 North 3d Street Columbus, Ohio	CIO	Pres. Actg. Sec'y	Jos. Froesch Lewis McCracken
Glass Cutters' League of America, Window 9 East Long Street Columbus 15, Ohio	AFL	Pres. Sec'y	J. E. Mayeur Harry D. Nixon
Glass Workers Union of North America, American Flint Huron Street & Jefferson Ave., Toledo 4, Ohio	AFL	Pres. Sec'y	Harry H. Cook Chas. J. Shipman
Glove Workers Union of America, Int'l P. O. Box 163 Kewanee, Ill.	AFL	Pres. Sec'y	Thos. Durian Anton White
Glove Workers' Union of Fulton County 8 West Fulton Street Gloversville, N. Y.	Ind.	Pres. Sec'y	Leonard J. Hannig Miss Rita Van Dellon

Government Employees, American Federation of 900 F Street, NW Washington 4, D. C.	AFL	Pres. Sec'y	James B. Burns Mrs. Bernice Reffner
Grain Processors Council, American Federation of 7033 Tulane Ave. St. Louis, Mo.	AFL	Pres. Sec'y	Sam P. Ming W. A. Younker 501 E. Hennepin Ave. Minneapolis, Minn.
Granite Cutters' Int'l Ass'n of America, The 25 School Street Quincy 69, Mass.	AFL	Pres.	Lawrence Foley
Hatters, Cap & Millinery Workers' Int'l Union, United 245 Fifth Ave. New York City 16	AFL	Pres. Sec'y	Max Zaritsky Michael F. Greene
Hod Carriers, Building & Common Laborers' Union of America, Int'l 821 - 15th Street, NW Washington 5, D. C.	AFL	Pres. Sec'y	Jos. V. Moreschi A. Persion
Horse Shoers of the U. S. & Canada, Int'l Union of Journeymen 5441 Belair Road Baltimore 29, Md.	AFL	Pres. Sec'y	John O'Connell John Keefer
Hosiery Workers, American Federation of	(See Textile Workers Union of America)		
Hotel & Restaurant Employees' Int'l Alliance & Bartenders' Int'l League of America 530 Walnut Street Cincinnati 2, Ohio	AFL	Pres. Sec'y	Edw. Flore 422 Sidwell Bldg. Buffalo, N. Y. Hugo Ernst
Industrial Trades Union of America 53 Federal St. Woonsocket, R. I.	Ind.	Pres. Sec'y	Jos. Schmetz Lawrence Spitz
Inlandboatmen's Union of the Pacific 117 Canadian Nat'l Dock Seattle, Washington	CIO	Act'g Pres.	John M. Fox

Jewelry Workers' Union, Int'l 551 - 5th Ave. New York City 17	AFL	Pres. Sec'y	Leon Williams Erwin Spiegel
Lace Operatives of America, Amalgamated 545 W. Lehigh Ave., Philadelphia, Pa.	Ind.	Pres. Sec'y	John Burns Frank P. Schroyer
Lathers, Int'l Union of Wood, Wire & Metal 2605 Detroit Ave. & W. 26th St. Cleveland 13, Ohio	AFL	Pres. Sec'y	Wm. J. McSorley Terry Ford
Laundry Workers' Int'l Union Room 812 7 N. Meridian St. Indianapolis 4, Ind.	AFL	Pres. Sec'y	Ray Nickelson Sam J. Byers
Leather Workers' Int'l Union, United 5th & Chestnut Sts. Philadelphia 6, Pa.	AFL	Pres.	Bernard G. Quinn
Leather Workers' Union, Int'l Fur &	CIO		
Fur Division 251 Fourth Ave., New York City		Pres. Sec'y	Ben Gold Pietro Lucchi
Leather Division 6 Beacon Street Boston, Mass.		Sec'y	Isador Pickman
Letter Carriers, Nat'l Ass'n of 901 Massachusetts Ave., NW Washington 1, D. C.	AFL	Pres. Sec'y	Wm. C. Doherty Wm. J. Gorman
Letter Carriers, Nat'l Federation of Rural	AFL	Pres. Sec'y	Walter J. Nevins 323 North St. Elyria, Ohio S. V. Sloan 912 W. Spring St. Titusville, Pa.
Letter Carriers' Ass'n, Nat'l Rural 1329 E Street NW, Room 541 Washington, D. C.	Ind.	Pres. Sec'y	Wiley M. Riedel Glenn W. Folkers Mokena, Ill.

Licensed Officers of the U.S.A., United 15 Whitehall Street New York City	Ind.	Pres. Sec'y	J. F. Milliken B. L. Todd
Lithographers of America, Amalgamated	AFL	Pres. Sec'y	Wm. J. Riehl Room 3503, 450 7th Ave. New York City 1 Robert Bruck Room 306 1737 Howard St. Rogers' Park, 3064, Chicago, Illinois
Locomotive Engineers, Bro.of 1118 Brotherhood of Locomotive Engineers Bldg. Cleveland, Ohio	Ind.	Grand Chief Engineer Sec'y	A. Johnston H. F. Hempy
Locomotive Firemen & Enginemen, Bro. of 318 Keith Bldg. Cleveland, Ohio	Ind.	Pres. Sec'y	D. B. Robertson W. E. Jones
Longshoremen's Ass'n, Int'l 265 West 14th Street New York City 11	AFL	Pres. Sec'y	Jos. Ryan John R. Owens
Longshoremen's and Warehousemen's Union, Int'l 150 Golden Gate San Francisco, Calif.	CIO	Pres. Sec'y	Harry Bridges Louis Goldblatt
Luggage, Belt & Novelty Workers' Union, Int'l Ladies' Handbag, 265 West 14th Street New York City 11	AFL	Pres. Sec'y	Samuel Reinlib Samuel Laderman
Machine Printers Beneficial Ass'n 28 Harwood Street Cranston, R. I.	Ind.	Sec'y	Eric W. Lindberg
Machinists, Int'l Ass'n of Ninth St. & Mt. Vernon Pl. NW Washington 1, D. C.	AFL	Pres. Sec'y	Harvey W. Brown E. C. Davison

Maintenance of Way Employees, Bro. of 61 Putnam Ave., Detroit 2, Michigan	AFL	Pres. Sec'y	E. E. Milliman A. Shoemake
Marble, Slate & Stone Polishers, Rubbers & Sawyers, Tile & Marble Setters Helpers & Terrazzo Helpers, Int'l Ass'n of 815 - 15th Street, NW Washington 5, D. C.	AFL	Pres.	Wm. McCarthy
Marine Cooks & Stewards Ass'n of the Pacific Coast 86 Commercial Street San Francisco, Calif.	CIO	Sec'y	Jas. W. Burke
Marine Engineers' Beneficial Ass'n, Nat'l 313 Machinists Bldg. Washington 1, D. C.	CIO	Pres. Sec'y	Samuel J. Hogan Jas. H. Blake
Marine Firemen, Oilers, Watertenders & Wipers of the Pacific Coast 58 Commercial Street San Francisco, Calif.	Ind.	Sec'y	J. V. Malone
Marine & Shipbuilding Workers of America, Industrial Union of 534 Cooper Street Camden, N. J.	CIO	Pres. Sec'y	John Green P. H. Van Gelder
Maritime Union of America, Nat'l 346 W. 17th Street New York City	CIO	Pres. Sec'y	Jos. Curran Ferdinand C. Smith
Masters, Mates & Pilots of America 15 Moore Street New York City 4	AFL	Pres. Sec'y	Capt. James J. Delaney J. J. Scully
Match Workers' Council, Nat'l Box 101 - 40 S. Second St. Barberton, Ohio	AFL	Pres. Sec'y	F. B. Gerhart John P. Holmes 329 - 3d St., Cloquet, Minn.

Meat Cutters & Butcher Workmen of North America, Amalgamated 160 N. LaSalle Street Chicago 1, Ill.	AFL	Pres. Sec'y	E. W. Jimerson Patrick E. Gorman
Mechanics Educational Society of America 317 Boulevard Bldg. Detroit, Mich.	(*)	Pres. Sec'y	George White Matthew Smith
Mechanics & Foremen of Navy Yards & Naval Stations, Nat'l Ass'n of Master 2407 Irving Street, NE Washington 18, D. C.	AFL	Pres. Sec'y	W. F. Roth R. M. Carnahan
Messengers, The Nat'l Ass'n of Special Delivery	AFL	Pres. Sec'y	Dellmer McDanial Geo. L. Warfel 301 First St., SE Washington 3, D. C.
Metal & Enamelware Workers, Int'l Council of Fabricated 732-33 Central National Bank Bldg. Richmond, Virginia	AFL	Pres.	Paul J. Smith
Metal Engravers Union, Int'l 1133 Broadway New York City	AFL[1]	Pres. Sec'y	Norman H. Beach Conrad Woelfel
Metal Polishers, Buffers, Platers & Helpers Int'l Union 48 Blymyer Bldg. Cincinnati 2, Ohio	AFL	Pres. and Sec'y	Ray Kelsay
Mine, Mill & Smelter Workers, Int'l Union of 303 Railway Exchange Bldg. Denver, Colo.	CIO	Pres. Sec'y	Reid Robinson James J. Leary
Mine Workers of America, Progressive 5th & Monroe Streets Springfield, Ill.	AFL	Pres. Sec'y	Lloyd A. Thrush John Marchiando
Mine Workers of America, United 15th & I Streets, NW Washington 5, D. C.	Ind.	Pres. Sec'y	John L. Lewis Thomas Kennedy

* Member of Confederated Unions of America.
[1] Suspended 1943.

Mine Workers of America, United—*Continued*

District 50, United Mine Workers of America 15th & I Streets, NW Washington 5, D. C.		Pres. Sec'y	John Kmetz Miss Kathryn Lewis
Construction Workers, United 15th & I Streets, NW Washington 5, D. C.		Pres. Sec'y	A. D. Lewis Gardner Wales
Molders & Foundry Workers Union of North America, Int'l 530 Walnut Street Cincinnati 1, Ohio	AFL	Pres. Sec'y	Harry Stevenson N. D. Smith
Musicians, American Federation of 39 Division Street Newark 2, N. J.	AFL	Pres. Sec'y	James C. Petrillo Leo Cluesmann
Newspaper Guild, American 63 Park Row New York City	CIO	Pres. Sec'y	Milton Murray Wm. W. Rodgers
Office Employees Int'l Council, American Federation of 827 - 14th Street, NW Washington 5, D. C.	AFL	Pres. Sec'y	J. Howard Hicks Paul Hutchings
Office & Professional Workers of America, United ~~8 West 40th Street~~ 1860 Broadway New York City ~~18~~ 23. N. Y.	CIO	Pres. ~~Sec'y~~ Actg. Sec. Treas.	Lewis Merrill ~~John J. Stanley~~ Richard Lewis
Oil Workers Int'l Union 108 West 8th Street Fort Worth, Texas	CIO	Pres. Sec'y	O. A. Knight E. C. Conarty
Packinghouse Workers of America, United 205 W. Wacker Drive Chicago, Ill.	CIO	Pres. Sec'y	Lewis J. Clark Edward Roach
Painters, Decorators & Paperhangers of America, Bro. of 217-19 North Sixth Street Lafayette, Ind.	AFL	Pres. Sec'y	Lawrence P. Lindelof Lawrence M. Raftery
Paper Makers, Int'l Bro. of 30 Sheridan Ave. Albany, N. Y.	AFL	Pres. Sec'y	Arthur Huggins Jos. Addy

Paper Workers Organizing Committee 1104 Keith Bldg. Cincinnati, Ohio	CIO	Dir. Sec'y	R. J. Davidson Harry Sayre
Pattern Makers' League of North America 9th & Mt. Vernon Pl., NW Washington 1, D. C.	AFL	Pres.	Geo. Q. Lynch
Paving Cutters' Union of United States of America & Canada Box 30 Rockport, Mass.	Ind.	Pres.	Albert M. Anderson
Photo-Engravers' Union of North America, Int'l 3138 So. Grand Blvd. St. Louis 18, Mo.	AFL	Pres. Sec'y	Edw. J. Volz Henry F. Schmal
Plasterers' & Cement Finishers Int'l Ass'n of the U.S. & Canada, Operative	AFL	Pres. Sec'y	John E. Rooney M. J. McDonough 200 Fidelity Bldg. Cleveland 14, Ohio
Plate Printers, Die Stampers & Engravers' Union of North America, Int'l 40 Gordon Street Ottawa, Ontario, Canada	AFL	Pres. Sec'y	O. Ernest Knoblock James E. Goodyear 24 Metropolitan Oval New York City 62
Plaything & Novelty Workers, United 225 Lafayette Street New York City	CIO	Pres.	A. H. Esposito
Plumbers & Steam Fitters of the U.S. & Canada, United Ass'n of 9th & Mt. Vernon Pl., NW Washington 1, D. C.	AFL	Pres. Sec'y	Martin P. Durkin Edw. J. Hillock
Post Office Clerks, Nat'l Federation of 14th & New York Ave., NW Washington 5, D. C.	AFL	Pres. Sec'y	Leo E. George Wm. Otte
Post Office Clerks, United Nat'l Ass'n of 524 Colorado Bldg. Washington 5, D. C.	Ind.	Pres. Sec'y	John J. Barrett Thos. P. Bussier

Post Office & Railway Mail Laborers, Nat'l Ass'n of P. O. Box 36, G.P.O. Brooklyn, New York	AFL	Pres. Sec'y	Harold McAvoy Anton J. Feggeler 130-04 150th St. So. Ozone Park 20, New York
Postal Employees, Nat'l Alliance of 1944 - 9th Street, NW Washington 1, D. C.	Ind.	Pres. Sec'y	Lafayette Ford Thos. P. Bomar
Postal Supervisors, The Nat'l Ass'n of P. O. Box 507 Louisville, Ky.	Ind.	Pres. Sec'y	J. J. Lane Ass't Postmaster San Francisco, Calif. J. J. Shields
Postmasters of the U.S., Nat'l League of District 1110 F Street, NW Washington, D. C.	Ind.	Pres. Sec'y	Mrs. L'Bertie Rushing Glennville, Ga. E. A. Meeks
Potters, Nat'l Bro. of Operative Box 6 East Liverpool, Ohio	AFL	Pres. Sec'y	James M. Duffy John McGillivray
Printing Pressmen's & Assistants' Union of North America, Int'l Pressmen's Home, Tenn.	AFL	Pres. Sec'y	George L. Berry Jos. C. Orr
Pulp, Sulphite & Paper Mill Workers of the U.S. & Canada, Int'l Bro. of P. O. Drawer "V" Fort Edward, N. Y.	AFL	Pres.	Jos. P. Burke
Railroad Signalmen, Bro. of 4849 North Western Ave. Chicago, Ill.	Ind.	Pres. Sec'y	A. E. Lyon Jesse Clark
Railroad Telegraphers, Order of 3673 W. Pine Blvd. St. Louis 8, Mo.	AFL	Pres. Sec'y	V. O. Gardner E. M. Mosier
Railroad Trainmen, Bro. of 820 Superior Ave., W. Cleveland 13, Ohio	Ind.	Pres. Sec'y	A. F. Whitney G. W. Anderson

Railroad Yardmasters of America 417 So. Dearborn St. Chicago 5, Ill.	Ind.	Pres. Sec'y	Milton G. Schoch Chas. U. Hiltz
Railway Carmen of America, Bro. of W. Linwood Blvd. Kansas City 2, Mo.	AFL	Pres. Sec'y	Felix H. Knight J. S. Wilds
Railway Conductors of America, Order of Cedar Rapids, Iowa	Ind.	Pres. Sec'y	H. W. Fraser G. H. Oram
Railway Mail Ass'n 901 Massachusetts Ave., NW Washington 1, D. C.	AFL	Pres. Sec'y	Chester M. Harvey J. F. Bennett
Railway Patrolmen's Unions, National Council 701 Bromo Seltzer Bldg. Baltimore, Md.	AFL	Pres. Sec'y	Jos. Gillis J. J. Hornack 707 Western Ave., Toledo, Ohio
Railway & Steamship Clerks, Freight Handlers, Express & Station Employes, Bro. of Court & Vine Streets Cincinnati 2, Ohio	AFL	Pres. Sec'y	Geo. M. Harrison Phil E. Ziegler
Railway Supervisors Ass'n, Inc., The American 53 W. Jackson Blvd. Chicago, Ill.	Ind.	Pres. Sec'y	J. P. Tahney W. R. Davis
Retail Clerks Int'l Protective Ass'n Lock Drawer #248 Lafayette, Ind.	AFL	Pres. Sec'y	W. G. Desepte C. C. Goulter
Retail, Wholesale & Department Store Employees of America, United 100 West 42d Street New York City	CIO	Pres. Sec'y	Samuel Wolchok John V. Cooney
Roofers, Damp & Waterproof Workers' Ass'n, United Slate, Tile & Composition	AFL	Pres. Sec'y	Chas. Aquadro Jos. M. Gavlak 1703 Terminal Tower Cleveland 13, Ohio

Rubber Workers of America, United 503 United Bldg. Akron, Ohio	CIO	Pres. Sec'y	S. H. Dalrymple Chas. E. Lanning
Seafarers' Int'l Union of North America 402-04 Lumbermen's Bldg. San Francisco, Calif.	AFL	Pres. Sec'y	Harry Lundeberg Tex Skinner
Seafood Producers' and Trappers' Ass'n, Inc., Gulf Coast Morgan City, La.	Ind.	Pres. Sec'y	Harvey J. Lewis P. A. Le Blanc
Sheet Metal Workers' Int'l Ass'n Transportation Bldg. 17 & H Streets, NW Washington 6, D. C.	AFL	Pres. Sec'y	Robt. Byron Wm. M. O'Brien
Shoe & Allied Craftsmen, Bro. of 50 Main Street Brockton, Mass.	Ind.	Pres. Sec'y	Alphonse W. Samson Harold C. Sears
Shoe Workers of America, United 917 - 15th Street, NW Washington, D. C.	CIO	Pres. Sec'y	Frank McGrath James J. Mitchell
Shoeworkers Protective Ass'n, Inc., Lewiston & Auburn Lewiston, Maine	Ind.	Sec'y	Mark H. Burke
Siderographers, Int'l Ass'n of 3528 New Hampshire Ave., NW Washington 10, D. C.	AFL	Pres. Sec'y	John T. Ford James C. Filgate
Sleeping Car Porters, Bro. of 217 West 125th Street New York City	AFL	Pres. Sec'y	A. Philip Randolph Ashley L. Totten
Spinners Union, Int'l 53 Howard Street Holyoke, Mass.	AFL	Pres. Sec'y	Samuel Ross Urban Fleming

Stage Employees & Moving Picture Machine Operators of the U.S. & Canada, Int'l Alliance of Theatrical 630 5th Avenue New York City 20	AFL	Pres. Sec'y	Richard F. Walsh Louis Krouse
State, County & Municipal Employees, American Federation of 448 W. Washington Ave. Madison 1, Wis.	AFL	Pres. Sec'y	Arnold S. Zander Gordon Chapman
State, County & Municipal Workers of America 51 Chambers Street New York 7, N. Y.	CIO	Pres. Sec'y	Abram Flaxer Henry W. Wenning
Steelworkers of America, United 1500 Commonwealth Bldg. Pittsburgh, Pa.	CIO	Pres. Sec'y	Philip Murray David J. McDonald
Stereotypers' & Electrotypers' Union of North America, Int'l 752 Old South Bldg. Boston 8, Mass.	AFL	Pres. Sec'y	Leo J. Buckley Jos. L. O'Neil
Stone & Allied Products Workers of America, United Scampini Bldg. Barre, Vermont	CIO	Pres. Sec'y	H. C. Ledyard John C. Lawson
Stonecutters' Ass'n of North America, Journeymen 8 East Market Street Indianapolis 4, Ind.	AFL	Pres. Sec'y	Paul A. Givens Jos. Blasey
Stove Mounters' Int'l Union of North America 2806 N. Grand Ave. St. Louis 6, Mo.	AFL	Pres. Sec'y	Edw. J. Winter Edw. W. Kaiser
Street, Electric Railway & Motor Coach Employees of America, Amalgamated Ass'n of 260 Vernor Highway, East Detroit 1, Michigan	AFL	Pres.	W. D. Mahon

Switchmen's Union of North America 3 Linwood Ave. Buffalo 2, N. Y.	AFL	Pres. Sec'y	T. C. Cashen J. M. Perry
Teachers, American Federation of 506 S. Wabash Ave. Chicago 5, Ill.	AFL	Pres. Sec'y	Jos. F. Landis Irvin Kuenzl
Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l Bro. of 222 E. Michigan Street Indianapolis 9, Ind.	AFL	Pres. Sec'y	D. J. Tobin John M. Gillespie
Telegraphers Union of North America, Commercial 5913 Georgia Ave., NW Washington 11, D. C.	AFL	Pres. Sec'y	W. L. Allen Hugh C. McKenny
Telephone Workers, Nat'l Federation of 306 N. Charles Street Baltimore, Md.	Ind. Federation	Pres. Sec'y	J. A. Beirne C. W. Werkau
Textile Workers of America United 9th & Mt. Vernon Pl., NW Washington 1, D. C.	AFL	Pres. Sec'y	~~Francis J. Gorman~~ Anthony Valente → Lloyd Klenert
Textile Workers Union of America 15 Union Square New York 3, N. Y.	CIO	Pres. Sec'y	Emil Rieve Wm. Pollock
Dyers, Finishers, Printers & Bleachers of America, Federation of 18 Church Street Paterson, N. J.		Pres. Sec'y	Jos. Knopik Vito Fritz
Hosiery Workers, American Federation of 2319 N. Broad Street Philadelphia, Pa.		Pres.	Alexander McKeown
Tobacco Workers' Int'l Union 806-09 Realty Bldg. Louisville 5, Ky.	AFL	Pres. Sec'y	R. G. Powell R. J. Petree
Tool & Die Craftsmen of America, The Society of 4709 Woodward Ave. Detroit 1, Mich.	Ind.	Pres. Sec'y	James G. Beck Gwen Schwartz

Train Dispatchers, American Ass'n of 10 Huron Street, East Chicago, Ill.	Ind.	Pres. Sec'y	C. L. Darling O. H. Braese
Transport Service Employees of America, United 3451 S. Michigan Ave. Chicago, Ill.	CIO	Pres. Sec'y	Willard S.Townsend John L. Yancey
Transport Workers Union of America 153 West 64th Street New York City	CIO	Pres. Sec'y	Michael J. Quill Douglas MacMahon
Typographical Union, Int'l 2820 North Meridian Indianapolis, Ind.	Ind.	Pres. Sec'y	C. M. Baker Woodruff Randolph
Upholsterers' Int'l Union of North America 2812 N. Broad Street Philadelphia 32, Pa.	AFL	Pres.	Sal B. Hoffman
Utility Workers Organizing Committee 1133 Broadway New York City	CIO	Chrm.	Harold J. Straub
Wall Paper Craftsmen & Workers of North America, United 22 South Clinton Street York, Pa.	AFL	Pres. Sec'y	Edw. A. Jameson Samuel P. Gillespie
Welders of America, United - Aircraft 808 Chester Williams Bldg. 215 West Fifth St. Los Angeles, Calif.	Ind.	Pres. Bus. Rep.	Paul W. Hookey D. T. Ketchum
Wire Weavers' Protective Ass'n, American 103 Overlook Ave., Belleville 9, N. J.	AFL	Pres. Sec'y	John W. Beck Wm. J. Duffy
Wood Carvers Ass'n of North America, Int'l 14 Pearson Ave. Somerville, Mass.	AFL[1]	Sec'y	Herman A. Pohl
Woodworkers of America, Int'l 314 S. W. 9th Street Portland, Oregon	CIO	Pres. Sec'y	Worth Lowery Edw. E. Benedict

[1]Suspended 1943.

Miss Spring

Miss Miller
Director, Women's Bureau

1. Automobile Workers (CIO)
   Mrs. Grace Blackett
2. Automobile Workers (CIO)
   Mrs. Mildred Jeffrey
3. Bakery & Confectionery Workers (AFL)
   Miss Eleanor Raasch
4. Bookbinders (AFL)
   Miss Clara Stegmann
5. Chemical Workers (AFL)
   Mrs. Jane Gratz
6. Clothing Workers (CIO)
   Mrs. Dorothy Bellanca
7. C.I.O. Research
   Mrs. Katherine P. Ellickson
8. Clothing Workers (CIO), Laundry
   Miss Dollie Lowther
9. Communications (CIO)
   Miss Josephine Timms
   (Miss Geraldine Shandros, subst.)
10. Electrical Workers (AFL)
    Mrs. Julia O'Connor Parker
11. Electrical, Radio & Machine Workers (CIO)
    Miss Ruth Young
12. Electrical, Radio & Machine Workers (CIO)
    Miss Alice Smith
13. Farm Equipment Workers (CIO)
    Mrs. Dolores Pinta
14. Food & Tobacco Workers (CIO)
    Miss Cornelia Anderson
15. Garment Workers (AFL)
    Mrs. Hazel Heller
16. Nat'l Women's Trade Union League
    Miss Elizabeth Christman
17. Hatters, Cap & Millinery Workers (AFL)
    Miss Lucy Oppenheim
18. Hosiery Workers (CIO)
    Miss Anne Markovich
19. Hotel & Restaurant Employees (AFL)
    Miss Gertrude Lane
20. Ladies' Garment Workers (AFL)
    Mrs. Maida Springer
21. Ladies' Garment Workers (AFL)
    Miss Pauline Newman
22. Marine & Shipbuilding Workers (CIO)
    Miss Justine Seeman
23. Office & Professional Workers (CIO)
    Miss Evelyn Adler
24. A.F.L. Research
    Miss Florence Thorne
25. Packinghouse Workers (CIO)
    Miss Jennie Shuck
26. Railway & Steamship Clerks (AFL)
    Miss Susan Jeanette
27. Retail & Wholesale Employees (CIO)
    Miss Margaret Tate
28. Shoe Workers (CIO)
    Miss Freda Casso
29. Steelworkers (CIO)
    Miss Lucia M. Preuhs
30. Telephone Workers, Nat'l
    Miss Frances V. Smith
31. Telephone Traffice, Washington
    Mrs. Mary E. Gannon
32. Textile Workers (AFL)
    Miss Mary Taccone

UNIONS COVERED TO DATE IN STUDY

AUGUST 15, 1944. 9/23

Number and Names of Unions Covered in -					
	Total		67	84	67
Anderson, Indiana.	4			4	4
U.A.W. - C.I.O.		3		3	
FED. A.F.L.		1		1	
Evansville, Indiana.	7			7	7
U.A.W. - C.I.O.		3		3	
U.E. - C.I.O.		1		1	
I.A.M. - A.F.L.		1		1	
U.A.W. - A.F.L.		1		1	
Evansville Metal Trades Council A.F.L.		1		1	
Indianapolis, Seymour, Indiana.	9		14	14	9
U.A.W. - C.I.O.		2		7	
U.E. - C.I.O.		2		2	
U.R.W. - C.I.O.		1		1	
U.M.M.S. - C.I.O.		1		1	
I.A.M. - A.F.L.		2		2	
I.B.E. - A.F.L.		1		1	
South Bend, Elkhart, Mishawaka, Indiana	11		12	12	11
U.A.W. - C.I.O.		6		7	
U.E. - C.I.O.		2		2	
U.F.E. - C.I.O.		1		1	
U.R.W. - C.I.O.		1		1	
I.A.M. - A.F.L.		1		1	
Chicago, North Chicago, Forest Park, Waukegan	9		13	13	9
U.A.W. - C.I.O.		3		3	
U.F.E. - C.I.O.		3		3	
I.A.M. - A.F.L.		3		5	
Ind. Lasting Tanned Bag - A.F.L.				1	
Int. Printing - A.F.L.				1	
Moline, Rock Island, Peoria, Illinois		14	15	15	14
U.A.W. - C.I.O.		3		3	
U.F.E. - C.I.O.		8		8	
U.E. - C.I.O.		2+1		3	
I.A.M. - A.F.L.		1		1	
Milwaukee, West Allis, Wisconsin		12	18	18	12
U.E. - C.I.O.		1		1	
U.A.W. - C.I.O.		5		2	
I.A.M. - A.F.L.		2		4	
U.A.W. - A.F.L.		3		4	
I.B.E. - A.F.L.		1		1	
Smith Steel Workers - A.F.L.				1	
Owensboro, Kentucky		1		1	1
U.A.W. - A.F.L.		1		1	

UNIONS COVERED TO DATE IN STUDY

SEPTEMBER 23, 1944

Number and Names of Unions Covered in -

Total 84

Anderson, Indiana.		**4**	
U.A.W.	-C.I.O.		3
FED.	A.F.L.		1
Evansville, Indiana.		**7**	
U.A.W.	-C.I.O.		3
U.E.	-C.I.O.		1
[illegible]	-A.F.L.		1
U.A.W.	-A.F.L.		1
Evansville Metal Trades Council	A.F.L		1
Indianapolis, Seymour, Indiana.		**14**	
U.A.W.	C.I.O.		7
U.E.	C.I.O.		2
U.R.W.	C.I.O.		1
U.M.M.S.	C.I.O.		1
I.A.M.	A.F.L.		2
I.B.E.	A.F.L.		1
South Bend, Elkhart, Mishawaka, Ind.		**12**	
U.A.W.	C.I.O.		7
U.E.	C.I.O.		2
U.F.E.	C.I.O.		1
U.R.W.	C.I.O.		1
I.A.M.	A.F.L.		1
Chicago, North Chicago, Forest Park, Waukegan		**13**	
U.A.W.	C.I.O.		3
U.F.E.	C.I.O.		3
I.A.M.	A.F.L.		5
Int. Ladies Handbag	A.F.L.		1
Int. Foundry	A.F.L.		1
Moline, Rock Island, Peoria, Ill.		**15**	
U.A.W.	C.I.O.		3
U.F.E.	C.I.O.		8
U.E.	C.I.O.		3
I.A.M.	A.F.L.		1
Milwaukee, West Allis, Wisconsin		**18**	
U.E.	C.I.O.		1
U.A.W.	C.I.O.		5
U.S.A.	C.I.O.		2
I.A.M.	A.F.L.		4
U.A.W.	A.F.L.		4
I.B.E.	A.F.L.		1
Smith Steel Workers	A.F.L.		1
Owensboro, Kentucky		**1**	
U.A.W.	A.F.L.		1

List of Trade Union Sched. By location AFL - CIO Complete Oct 7, 44

TRADE UNION SURVEY
C I O

Moline, Illinois

2.	U F E M W A local 150	John Deere Plow Co.	agricultural implements
6.	U E R M W A local 814	Minnaopolis-Moline Power Implement Co.	farm equiptment, forging for the services
7.	I U A A A W A local 865	John Deere Harvester Works East Moline, Ill.	agricultural implements
8.	U E R M W A local 814	Eagle Signal Corp.	bomb sight units, teletype parts, timers

East Moline, Illinois

1.	U F E M W A local 104	International Harvester Co.	agricultural implements
4.	I U A A A W A local 81	Union Malleable Iron Co. of John Deere Co.	castings for farm equiptment
5.	U F E M W A local 156	International Harvester Works	agricultural implements, also contract with Army Ordnance

Rock Island, Illinois

3.	U F E M W A local 133	Feltex Corp.	fiber containers for shells
9.	I U A A A W A local 806	J. I . Case Co.	tractors, plane wings, farm implements

Peoria, Ill.

11.	U F E M W A local 154	Hart-Carter Co.	57 mm shot
12.	U F E M W A local 128	Peoria Cordage Co.	rope, binder twine
13.	U F E M W A local 140	Peoria Malleable Co.	malleable castings
14.	U F E M W A local 105	Caterpillar Tractor Co.	gun mounts, motor graders, Diesel engines, for services

C I O

East Peoria, Illinois

~~15.~~	U E R M W A local 144	Altofer Bros.	tank mines, plane parts,

N orth Chicago, Illinois

~~10.~~	I U A A A W A local 992	Oakes Products Div. of Houdaille Hershey Corp.	metal parts for tanks and other motor vehicles

Chicago, Illinois

~~16.~~	I U A A A W A local 278	Dole Valve Co.	valves, plane parts

Forest Park, Illinois

~~17.~~	I U A A A W A local 834	Wire Cloth Products Co.	oil and gas and air strainers, filters, etc.

TRADE UNION SURVEY

CIO

Chicago, Illinois

Schedule Number	Union	Plant	Product
18	U.F.E.M.W.A. - C.I.O. Local 139	Ingersoll Steel & Disc Division of Borg Warner Corporation	Cartridge cases, auto trucks, aircraft, tanks, farm implements, furnace parts, etc.
19	U.F.E.M.W.A. - C.I.O. Local 125	Industrial Lamp Corp.	Sheet metal fabrication, spraying and assembling black out lamps for Army vehicles
49	U.F.E.M.W.A. - C.I.O. Local 107	West Pullman Works International Harvestor	Carburetors, magnetos, nuts, bolts, bearings

South Bend, Indiana

20	U.A.W.A. - C.I.O. Local 5	Studebaker Corp.	Aircraft engines, Army trucks, ordnance material
21	U.E.R.M.W.A. - CII.O. Local 917	Singer Manufacturing	Airplane sub assemblies, Droppable fuel tanks, cases for industrial and field sewing machines
22	U.F.E.M.W.A. - C.I.O. Local 112	Oliver Farm Equipment	Treads for tanks and farm equipment
23	U.A.W.A. - C.I.O. Local 590	Torrington Company	Bearings for aircraft, any type bearings
24	U.A.W.A. - C.I.O. Local 9	Bendix Aviation Corp.	Aviation products, gun turrets, gun barrels, carburetors
25	U.A.W.A. - C.I.O. Local 9	Bendix Home Appliances	Aviation products
30	U.E.R.M.W.A. - C.I.O. Local 927	Electro-Voice Mfg. Co.	Microphones

Elkhart Indiana

Schedule Number	Union	Plant	Product
26	U.A.W.A. - C.I.O. Local 764	Excel Curtain Co.	Gun turrets, window sash and curtains for buses
27	U.A.W.A. - C.I.O. Local 534	C. G. Conn, Ltd.	Gyro, Radar, compasses, silver bearing, etc.
28	U.A.A.A.I.W.A. - C.I.O. Local 941	Chicago Telephone Supply Company	Communication equipment (telephone, radio, radar

Indianapolis, Indiana

31	U.A.A.A.I.W.A. - C.I.O. Local 226	Chevrolet Commercial Body Company	Aviation parts for Allison, Army trucks, gun mounts, Pratt and Whitney motor parts.
32	U.A.A.A.I.W.A - C.I.O. Local 226	American Leather Products	Canvas products, signal satchels, aerial kits, etc
33	U.A.A.A.I.W.A.- C.I.O. Local 226	Marmom-Herrington, Inc.	Truck manufacturing, Army combat trucks
34	U.A.A.A.I.W.A. - C.I.O. Local 226	Foundry Unit, International Harvestor Company	Naval ordnance - 75% Truck engines - 25%
35	U.A.A.A.I.W.A. - C.I.O. Local 226	McQuay Norris Mfg. Co.	Bearings
36	U.A.A.A.I.W.A. - C.I.O. Local 226	Prest-O-Lite Storage Battery Co.	Batteries
37	U.E.R.M.W.A. - C.I.O. Local 1001	P. R. Mallory & Co. Inc.	Radio and radar parts
38	U.E.R.M.W.A. - C.I.O. Local 904	American Bearings Corp.	Brass and steel bearings of all sizes
44	U.R.W.A. - C.I.O. Local 110	U. S. Rubber Co.	Auto and truck tires and tubes; bicycle tires; fuel cell tanks for airplanes, ferry tanks
48	U.M.W.A. - C.I.O. Local 807	Bridgeport Brass Ordnance	Cartridge shells, strip brass, 30-50 caliber cups, disc and blanks

Mishawaka, Indiana

Schedule Number	Union	Plant	Product
29	U.R.W.A. - C.I.O. Local 65	Ball Band Plant, U. S. Rubber	Self seal gas tanks, Army raincoats, diving suits, hose, etc.

Seymour, Indiana

36	U.A.A.A.I.W.A. - C.I.O. Local 97	Noblitt-Sparks Industries	Muffler for Fords, bomb tubing, handles for gas tanks, exhaust pipes.

Evansville, Indiana

40	U.E.R.M.W.A. - C.I.O. Local 813	Sunbeam Electric Mfg. Co.	Refrigeration repair service, rifle grenades, aircraft parts, booster for shells, metal shell containers
41	U.A.W.A. - C.I.O. Local 265	Briggs Indiana Corp.	Airplane wings
42	U.A.W.A. - C.I.O. Local 492	Republic Aviation Corp.	Thunderbolt fighter planes
43	U.A.A.A.I.W.A. - C.I.O. Local 705	Chrysler Corporation	Steel and brass cases for ammunition

Anderson, Indiana

45	U.A.W.A. - C.I.O. Local 940	Pierce Governor Co.	Governors for autos, tanks, tractors, trucks, bomb sights
46	U.A.A.A.I.W.A. - C.I.O. Local 662	Delco Remy Division of G. M. C.	Auto, truck, and tractor electrical equipment. Equipment for aircraft and Diesel engines
47	UAAAIWA - CIO - Local 663	Guide lamp Div - GMC	machine gunbarrels heads & tail lamps for army trucks tanks shell cases
49	UFEMWA - CIO Local 107	West Pullman Works International Harvester Chicago, Ill.	Carburetors, Magnetos, Nuts, Bolts Bearings

TRADE UNION SURVEY

AFL

Elkhart, Indiana

Schedule Nu Number	Union	Plant	Product
~~54~~	I.A.M. - A.F.L. Local 1118	Elkhart Brass Mfg. Co.	Fire dept. fittings

Evansville, Indiana

~~55~~	Evansville Metal Trades Council, A. F. L.	Missouri Valley Bridge & Iron Co.	LST invasion boats
~~56~~	I.AMM. - A.F.L. Local 1231	Bucyrus-Erie Co.	Steam shovels, road graders, rollers, bull-dozers
~~57~~	I.A.W.A. - A.F.L. Local 650	Farm Tools Inc. Vulcan Plow Division	Farm Machinery

Indianapolis, Indiana

~~58~~	I.A.M. - A.F.L. Local 769	Curtiss-Wright Corp. Propellor Division	Air plane propellers
~~59~~	I.A.M. - A.F.L. Local 1449	Mouldings, In.c	Aircraft parts and shapes
~~60~~	I.B.E.W. - A.F.L. B 1048	R. C. A.	Radio tubes, radio sound equipment (Signal Corps)

Anderson, Indiana

~~61~~	Federal Labor Union - AFL Local 18704	Anaconda Wire & Cable Co.	Copper wire and cables

Owensboro, Kentucky

~~62~~	U. A. W. A. - - A.F.L. Local 783	Ken-Rad Tube & Lamp Corp.	Glass and metal radio tubes;

Milwaukee, Wisconsin

Schedule Number	Union	Plant	Product
~~63~~	I. A. M. - A.F.L. Local 1061	Cutler Hammer, Inc.	Electrical control apparatus
~~64~~	I. A. M. - A.F.L. Local 66	Jambor Tool and Stamping Co.	Oil pumps, king pins, shafts, rocker arms
~~65~~	I. A. M. - A.FL. Local 66	Clum Mfg. Co.	Automatic electrical control products
~~66~~	I.B.E.W. - A.F.L. Local B 1169	Square D Co.	Electrical controls
~~67~~	I.A.M. - A.F.L. Local 66	Perfex Corp.	Fuse, radiators, sights lenses, small armaments
~~68~~	U.A.W.A. - A.F.L. Local 736	Automatic Products Co.	Oil controls for heati Refrigeration controls Aircraft valves
~~69~~	U.A.W.A. -A.F.L.	Globe Union Co.	Batteries, switches
~~70~~ 209	I.U.U.A.W.A. - A.F.L.	Harley-Davidson Co.	Motorcycles, sidecars accessories
~~71~~ 232	U.A.W.A. -A.F.L.	Briggs and Stratton Corp.	small gas. motors, locks switches, magnetos

Waukeegan, Illinois

52	I.A.M. -A.F.L. Local 1676 & Lake CO. Metal Trades Council	Tantalum Defense Corp.	production and processing of tantalum
51	I.A.M. -A.F.L. Local 1114	Vasmoloy-Ramet Corp.	carbide cutting tools

Moline, Ill.

50	I.A.M.- A.F.L. Local 5180	American Machine and Metals Corp. East Moline, Ill.	gun mounts, testing ma machines for U.S . Navy, fans

Chicago Heights, ILL

53	I.A.M. - A.F.L. Local 377	Cannedy-Otto Mfg. CO.	drill presses and machine tools

Milwaukee, Wisconsin

Schedule Number	Union	Plant	Product
100	U.E.R.M.W.A. - C.I.O. Local 1111	Allen-Bradley Co.	Industrial switches and controls, radio and radar switches
101	I.U.A.A.A.I.W.A. - C.I.O. Local 335	Fulton Co.	Aircraft parts
103	I.U.A.A.A.I.W.A. - C.I.O. Local 469	Master Lock Co.	Master locks for Navy
104	I.U.A.A.A.I.W.A. - C.I.O. Local 409	Mueller Furnace	Heating equipment for Army
105	U.A.W.A. - C.I.O. Local 75	Seaman Body Plant Nash Kelvinator Co.	Aviation engine parts

West Allis, Wisconsin

102	I.U.A.A.A.I.W.A. - C.I.O. Local 248	Allis Chalmers Mfg. Co.	Tractors, electrical equipment, snow jeeps
106-	steelworkers - USA - CIO Local 1673	Wrought Washer Mfg CO	washers, tools dies stampings for electric fixtures, etc
107-	USA - CIO Local 1258-	Geo. J. Meyer Mfg CO	bottlehandling equipment sterilizers, etc.

Chicago, Illinois

108	U.S.A. - C.I.O. Local 65	Carnegie Illinois Steel Corp., South Works	Basic Steel - billets, blooms, slabs, plate, shapes bars, rods, rails, angles, beams, channels

Schedule Number	Union	Plant	Product
72	Smith Steel Workers local 19806 Milwaukee, Wis.	A. O. Smith Corp. Milwaukee, Wis.	Bombs, torpedoes for Navy, landing gears, hot water tanks, pressure vessels, aircraft parts, combat vehicle frames, pipe for oil line.
73	I A M local 1628 Chicago, Ill.	Rockola Mfg. Co. Chicago, Ill.	Munitions, Ammunition boxes upholstered furniture,coin operated phonograph, airplane parts.
74	IA M local 1696 Chicago, Ill.	G. E. X-Ray Corp. Chicago, Ill.	Diathermy & fever cabinets, medical and x-ray apparatus vacuum tubes
75	Int. Ladies Handbags etc. local 44 Chicago, Ill.	S. Buchsbaum & Co. Chicago, Ill.	War Products - head pieces of plastic material for Electro voice (tanks); poncho coats, for army, Navy sails, belts, etc.
76	Int. Moulders & Foundry local 233 Chicago, Ill.	Howard Foundry Co. Chicago, Ill.	Bronze & aluminum castings & patterns.
77	I A M local 1796	Minneapolis-Honeywell Regulator Company	Electronic automatic pilots for airplanes. Peace time - thermostats for heating equip.
78	U A W A local 477	Revere Copper & Brass Inc. Ord. Div.	Ammunition parts for A. & N. brass discs for shell. Peace time - parts for gas stores, autos, ets.
79	Federal Labor Union local 22636 East Chicago, Ind.	Continental Roll & Steel Foundry Company	Armor tank castings and large miscellaneous castings
80	I B E W local 713	Automatic Electric Co. Lion Mfg. Company	Automatic Telephones - Communications equipment
81	I B E W local 1031	American Phenolic Corp.	Bakelite products - electrical sockets, connectors for Army and Navy.
82	U S A local 65	Carnegie Illinois Steel Corp., South Works	Basic Steel - billets,blooms, slabs,plate,shapes,bars,rods, rails,angles,beams,channels.

Numerical List
Sched.
AF of L - 50 - 100
CIO, other
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TRADE UNION SURVEY

CIO

Schedule no.	Union	Plant	Product
1	U F E M W A Local 104 East Moline, Ill.	International Harvester Co. East Moline, Ill.	agricultural implements, war work for the Army 7-3522
2	U F E M W A local 150 Moline, Ill.	John Deere Plow Co. Moline, Ill.	agricultural implements, some war work. X-3522
3	U F E M W A local 133 Rock Island, Ill.	Feltex Corp. Rock Island, Ill.	fiber containers for shells. X-2664
4	I U A A A W A local 81 East Moline , Ill.	Union Malleable Iron Co. of the John Deere Co. East Moline, Ill.	castings for farm equiptment. 3323
5	U E M W A local 156 East Moline, Ill.	International Harvester Co. East Moline, Ill.	agricultural implememnts, also contract with Army Ordnance. X-3522
6	U E R M W A 814 Moline, Ill.	Minneapolis-Moline Power Implement Co. Moline, Ill.	farm equiptment, forging for the Army and Navy. X-3522
7	I U A A A W A local 865 Moline, Ill.	John Deere Harvester Works East Moline, Ill.	agricultural implements 3522
8	U E R M W A local 814 Moline, Ill.	Eagle Signal Corp. Moline, Ill.	bomb sight units, teletype parts, 33X4 timers 1941
9	I U A A A W A local 806 Rock Island, Ill.	J. I Case Co. Rock Island, Ill.	tractors,plane wings farm implements, X-3522
10	I U A A A W A local992 North Chicago, Ill.	Oakes Products Div. of Houdaille Hershey Corp. North Chicago, Ill.	metal parts for tanks, and other motos vehicles 3343 1932
11	U F E M W A local 154 Peoria, Ill.	Hart-Carter Co. Peoria, Ill.	57 mm shot. 1921

12	U F E M W A lodal 128 Peoria, Ill.	Peoria Cordage Co. Peoria, Ill.	rope, binder twine. 2298
13	U F E M W A local 140 Peoria, Ill.	Peoria Malleable Co. Peoria, Ill.	malleable castings 3322
14	U F E M W A local 105 Peoria, Ill.	Caterpillar Tractor Co. Peoria, Ill.	gun mounts, motor graders, Diesel engines for Army, Navy, Air Corps. 1911
15	U E R M W A 144 [redacted] Peoria, Ill.	Altofer Bros. East Peoria, Ill.	tank mines, plane patts (normally: washing machines, ironers,) 1921 3581
16	I U A A A W A m local 278 Chicagp, Ill.	Dole Valve Co. Chicago, Ill.	valves, plane parts. 3361
17	I U A A A W A local 834 Forest Park, Ill.	Wire Cloth Products Corp. Forest Park, Ill.	gas and oil and air strainers, filters, etc. 3341

TRADE UNION SURVEY

CIO

Schedule Number	Union	Plant	Product
18	U.F.E.M.W.A. - C.I.O. 139 Chicago, Illinois	Ingersoll Steel & Disc Division of Borg Warner Corp. Chicago, Illinois	Cartridge cases, auto trucks, aircraft, tanks, farm implements, furnace parts, etc. 19-3522
19	U.F.E.M.W.A. - C.I.O. 125 Chicago, Illinois	Industrial Lamp Corp. Chicago, Ill.	Sheet metal fabrication, spraying and assembling black out lamps for Army vehicles. 3482
20	U.A.W.A. - C.I.O. 5 South Bend, Indiana	Studebaker Corp. South Bend, Indiana	Aircraft engines, Army trucks, Ordnance material. 3722
21	U.E.R.M.W.A. - C.I.O. 917 South Bend, Indiana	Singer Manufacturing South Bend, Indiana	Airplane sub assemblies, droppable fuel tanks, cases for industrial and field sewing machines. 3729 - 3583
22	U.F.E.M.W.A. -C.I.O. 112 South Bend, Indiana	Oliver Farm Equipment South Bend, Ind.	Treads for tanks and farm equipment 3522
23	U.A.W.A. - C.I.O. 590 South Band, Ind.	Torrington Company South Bend, Ind.	Bearings for aircraft any type bearings. 3729
24	U.A.W.A. - CIO 9 South Bend, Ind.	Bendix Aviation Corp. South Bend, Ind.	Aviation products, carburetors, gun turrets, gun barrels 19-
25	U.A.W.A. - C.I.O. 9 South Bend, Ind.	Bendix Home Appliances South Bend, Ind.	Aviation products 3729
26	U.A.W. - C.I.O. 764 Elkhart, Indiana	Excel Curtain Co. Elkhart, Indiana	Gun turrets, window sash and curtains for buses 19-
27	U.A.W. - C.I.O. 534 Elkhart, Indiana	C. G. Conn, Ltd. Elkhart, Indiana	Gyro, Radar, compasses, silver bearing, etc. 3661

CIO CONTINUED

Schedule Number	Union	Company	Product
28	U.A.A.A.I.W.A. - CIO 941 Elkhart, Indiana	Chicago Telephone Supply Co. Elkhart, Indiana	Communication equipment (telephone, radio, radar.) 3661
29	U.R.W.A. - CIO 65 Mishawaka, Indiana	Ball Band Plant, US Rubber Mishawaka, Indiana	Self seal gas tanks, Army raincoats, diving suits, hose, etc. 3386 30
30	U.E.R.M.W.A. - CIO 927 South Bend, Indiana	Electro-Voice Mfg. Co. South Bend, Indiana	Microphones 3661
31	U.A.A.A.I.W.A. - CIO 226 Indianapolis, Ind.	Chevrolet Commercial Body Co. Indianapolis, Ind.	Aviation parts for Allison, Army trucks Gun mounts, Pratt & Whitney motor parts. 3729
32	U.A.A.A.I.W.A. - CIO 226 Indianapolis, Ind.	American Leather Products Indianapolis, Ind.	Canvas products, Signal satchels, Aerial kits, etc. 31
33	U.A.A.A.I.W.A. - CIO 226 Indianapolis, Ind.	Marmon-Herrington, Inc. Indianapolis, Ind.	Truck manufacturing, Army combat trucks. 3811
34	U.A.A.A.I.W.A. - CIO 226 Indianapolis, Ind.	Foundry Unit, International Harvestor Co. Indianapolis, Ind.	Naval ordnance -75% Truck engines-25% 3519
35	U.A.A.A.I.W.A. - CIO 226 Indianapolis, Ind.	McQuay Norris Mfg. Co. Indianapolis, Indiana	Bearings 3566
36	U.A.A.A.I.W.A. - CIO 226 Indianapolis, Indiana	Prest-O-Lite Storage Battery Indianapolis, Indiana	Batteries 3691
37	U.E.R.M.W.A. - CIO 1001 Indianapolis, Indiana	P. R. Mallory & Co. Inc. Indianapolis, Indiana	Radio and radar parts. 3661

CIO CONTINUED

Schedule Number	Union	Company	Product
38	U.A.A.A.I.W.A. - CIO 97 Seymour, Indiana	Noblitt-Sparks Industries, Ind. Seymour, Indiana	Muffler for Fords Bomb tubing, Handles for gas tanks, Exhaust pipes. 3831
39	U.E.R.M.W.A. - CIO 904 Indianapolis, Indiana	American Bearings Corp. Indianapolis, Indiana	Brass and steel bearings of all sizes. 3566
40	U.E.R.M.W.A. - CIO 813 Evansville, Indiana	Sunbeam Electric Mfg. Co. Evansville, Indiana	Refrigeration repair service, rifle grenades aircraft parts, booster for shells, metal shell containers. 19-
41	U.A.W.A. and CIO Corp 265 Evansville, Indiana	Briggs Indiana Corp. Evansville, Indiana	Airplane wings 3729
42	U.A.W.A. - CIO 492 Evansville, Indiana	Republic Aviation Corp. Evansville, Indiana	Thunderbolt fighter planes 3721
43	U.A.A.A.I.W.A. - CIO 705 Evansville, Indiana	Chrylser Corporation Evansville, Indiana	Steel and brass cases for ammunition. 1921
44	U.R.W.A. - CIO 110 Indianapolis, Indiana	U. S. Rubber Co. Indianapolis, Indiana	Auto and truck tires and tubes; bicycle tires; fuel cell tanks for air planes, ferry tanks. 3031
45	U.A.W.A. - CIO 940 Anderson, Indiana	Pierce Governor Co. Anderson, Indiana	Governors for autos, tanks, tractors, trucks, bomb sights. 3565
46	U.A.A.A.I.W.A. - CIO 662 Anderson, Indiana	Delco Remy Division G.M.C. Anderson, Indiana	Auto, truck & tractor electrical equipment. Equipment for aircraft and Diesel engines 3641

Schedule Number	Union	Plant	Product
47	I.U.A.A.A.I.W.A. - C.I.O. Local 663 Anderson, Indiana	Guide Lamp Division General Motors Corp. Anderson, Indiana	Machine gun barrels, Head and tail lamps for Army trucks, tanks, Shell cases 1911 3481
48	U.M.M.S.W.A. - C.I.O. Local 607 Indianapolis, Indiana	Bridgeport Brass Ordnance Plant Indianapolis, Indiana	Cartridge shells, Strip brass, 30-50 caliber cups Disc and blanks 1951
49	U.F.E.M.W.A. - C.I.O. Local 107 CHicago, Illinois	West Pullman Works International Harvestor Chicago, Illinois	Carburetors, Magnetos, Nuts, Bolts, Bearings 3641
(50-82 - See A.9. of L list)			
100	U.E.R.M.W.A. - C.I.O. Local 1111 Milwaukee, Wisconsin	Allen-Bradley Co. Milwaukee, Wisconsin	Industrial swtiches, and controls; radio & radar switches and controls 36
101	I.U.A.A.A.I.W.A. - C.I.O. Local 335 Milwaukee, Wisconsin	Fulton Company Milwaukee, Wisconsin	Aircraft parts 3729
102	I.U.A.A.A.I.W.A. - C.I.O. Local 248 West Allis, Wisconsin	Allis Chalmers Mfg. Co. West Allis, Wisconsin	Tractors, electrical equipment, snow jeeps 32 ~~35~~ 353
103	I.U.A.A.A.I.W.A. - C.I.O. Local 469 Milwaukee, Wisconsin	Master Lock Co. Milwaukee, Wisconsin	Master locks for Navy 3461 33
104	I.U.A.A.A.I.W.A. - C.I.O. Local 409 Milwaukee, Wisconsin	Mueller Furnace & Boiler Mfgrs. Milwaukee, Wisconsin	Heating equipment for Army 33
105	U.A.W.A. - C.I.O. Local 75 Milwaukee, Wisconsin	Seaman Body Plant (Nash Kelvinator) Milwaukee, Wisconsin	Aviation engine parts 3729
106	U.S.A. - C.I.O. Local 1673 Milwaukee, Wis	Wrought Washer Mfg. Co. Milwaukee, Wis	washers, tools, dies, stampings for electric fixtures, etc. 3391
107	U.S.A. -C.I.O. Local 1258 Milwaukee, Wis.	Geo. Meyer Mfg. Co. Milwaukee, Wis.	bottle handlering equipt sterilisers, etc. 3551
108	U.S.A. - C.I.O. local 65 South Chicago, Ill.	Carnegie Illinois Steel Corp., South Works Chicago, Ill.	Basic Steel - billets, blooms,slabs,plate,shape bars,rods,rails,angles, beams,channels.

TRADE UNION SURVEY

AFL

Schedule Number	Union	Plant	Product
→ Type in 50, 51, 52 & 53 from next page			
54	I.A.M. - A.F.L. 1118 Elkhart, Indiana	Elkhart Brass Mfg. Co. Elkhart, Indiana	Fire department fittings. 34
55	Evansville Metal Trades Council AFL Evansville, Ind.	Missouri Valley Bridge & Iron Co. Evansville, Ind.	LST invasion boats 3731
56	IAM - AFL 1231 Evansville, Ind.	Bucyrus- Erie Co. Evansville, Ind.	Steam shovels, road graders, rollers, bull-dozers. 3542
57	IAWA - AFL 650 Evansville, Indiana	Farm Tools Inc. Vulcan Plow Division Evansville, Indiana	Farm Machinery 3522
58	IAM - AFL 769 Indianpolis, Indiana	Curtiss-Wright Corp. Propleller Division Indianapolis, Indiana	Air plane propellers. 3723
59	IAM - AFL 1449 Indianapolis, Indiana	Mouldings, Inc. Indianapolis, Indiana	Aircraft parts and shapes 3729
60	IBEW - AFL B 1048 Indianapolis, Indiana	R. C. A. Indianapolis, Indiana	Radio tubes; radio sound equipment (Signal Corps) 3661
61	Federal Labor Union-AFL 18704 Anderson, Indiana	Anaconda Wire & Cable Co. Anderson, Indiana	Copper wire and cables. 34
62	IUUAWA - AFL 783 Owensboro, Kentucky	Ken-Rad Tube & Lamp Corp. Owensboro, Kentucky	Glass and metal radio tubes transmitting and receiving of many sizes and types. 3661
↑ 50	I.A.M. -A.F.L. Local 548 Moline, Ill	American Machine and Metals Corp. East Moline, Ill.	gun mounts, industrial fans machines for U.S. Navy 1911
51	I.A.M. -A.F.L. Local 1114 Waukegan	Vascoloy-Ramet Corp. Waukegan Ill.	carbide cutting tools 3549
52	I.A.M. -A.F.L. Local 1676 Waukegan	Tantalum Defense Corp. Waukegan, Ill.	priduction and processing of tantalum ?
53 (supp.)			

Schedule No.	Union	Plant	Product
63	I.A.M. -A.F.L. 1061 Milwaukee, Wis.	Cutler Hammer Inc. Milwaukee, Wis.	electrical control equipt. 3661
64	I.A.M. - A.F.L. 66 Milwaukee, WIs	Jambor Tool and Stamping Milwaukee	oil pumps, king pins, shafts, rocker arms sjafts 35
65	I.A.M. -A.F.L. 66	Clum Mfg. Co. Milwaukee	automatic electrical control apparatus 3661
66	I.A.M. A.F.L 66	Perfex Cprp Milwaukee	fuses, radiators, sights lenses, small armaments 191
67	I.B.E.W. - A.F.L. B-1169 Milwaukee, Wis.	Square D Co. Milwaukee, Wis.	electrical controls 3661
68	I.U.U.A.W.A.-A.F.L. 736 Milwaukee	Automatic Products Co. Milwayukee,Wis.	oil controls for heating, refrigeration controls, valves for aircraft. 364
69	I.U.U,A.W.A.-A.F.L. 322 Milwaukee	Globe Union Inc. Milwaukee, Wis.	batteries, switches 3691
70	I.U.U.A.W.A.-A.F.L. 209 Milwaukee, WIs	Harley- Davidson Co. Milwaukee, Wis.	motorcycles, sidecars, accessories 374
71	U.A.W.A. -A.F.L. 232 Milwaukee, Wis	Briggs and Stratton Co. Milwaukee, Wis.	small gas. motors, locks & switches for autos, magnetos 364

53	I.A.M. -A.F.L. ~~333~~ 377 Chicago Hepghts, Ill.	Cannedy-Otto Mfg. Co. Chicago Heights, Ill.	drill presses, machine tools 35

Schedule Number	Union	Plant	Product
72	Smith Steel Workers local 19806 Milwaukee, Wis.	A. O. Smith Corp. Milwaukee, Wis.	Bombs, torpedoes for Navy, landing gears, hot water tanks, pressure vessels, aircraft parts, combat vehicle frames, pipe for oil lines
73	I A M local 1628 Chicago, Ill.	Rockola Mfg. Co. Chicago, Ill.	Munitions, Ammunition boxes upholstered furniture, coin operated phonograph, airplane parts.
74	I A M local 1696 Chicago, Ill.	G. E. X-Ray Corp. Chicago, Ill.	Diathermy & fever cabinets, medical and x-ray apparatus vacuum tubes
75	Int. Ladies Handbags local 44 Chicago, Ill.	S. Buchsbaum & Co. Chicago, Ill.	War Products - head pieces of plastic material for Electro voice (tanks); poncho coats, for army, Navy sails, belts, etc.
76	Int. Moulders & Foundry local 233 Chicago, Ill.	Howard Foundry Co. Chicago, Ill.	Bronze & aluminum castings & patterns.
77	I A M local 1796 Chicago, Ill.	Minneapolis-Honeywell Regulator Co. Chicago, Ill.	Electronic automatic pilots for airplanes. Peace time - thermostats for heating equip
78	U A W A local 477 Chicago, Ill.	Revere Copper & Brass Inc. Ord. Div. Chicago, Ill.	Ammunition parts for A. & N. brass discs for shells. Peace time - parts for gas stores autos, etc.
79	Federal Labor Union local 22636 E.Chicago, Ind.	Continental Roll & Steel Foundry Company East Chicago, Ind.	Armor tank castings & large miscellaneous castings
80	I B E W local 713 Chicago, Ill.	Automatic Electric Co. Lion Mfg. Company Chicago, Ill.	Automatic Telephones - Communications equipment
81	I B E W local 1031 Chicago, Ill	American Phenolic Corp. Chicago, Ill.	Bakelite products - electrical sockets, connectors for Army and Navy.
82	U S A local 65 S.Chicago, Ill.	Carnegie Illinois Steel Corp., South Works Chicago, Ill	Basic Steel - billets, blooms, slabs, plate, bars, rods, rails, angles, beams, channels.

Copy Compiled

1 - IAM - 13
1 - IBEW - 4
Federal - 3
1 - Moulders 1
Luggage & Metal Trades - 1

AFL Locals: UAW - 7; IAM - 13; IBEW - 4; Federal - 3; Moulders 1; Luggage & Metal Trades - 1

CIO Locals: UAW - 26; UTE - 12; WE - 3; USA - 3; URW - 2; UMMSW - 1

Bagwell

TRADE UNION SURVEY

CIO

92 - 11 = 81 locals
51 CIO
30 AFL

Tot - 92 Plants (50-81 reduced) - 1 -
AFL - 34
CIO - 58 (sch. # 1-49, 100-108)
92

Schedule No.	Union	Plant	Product
1	U P E M W A Local 104 East Moline, Ill.	International Harvester Co. East Moline, Ill.	Agricultural implements war work for the Army.
2	U P E M W A Local 150 Moline, Ill.	John Deere Plow Co. Moline, Ill.	Agricultural implements, some war work.
3	U P E M W A Local 155 Rock Island, Ill.	Feltex Corporation Rock Island, Ill.	Fiber containers for shells.
4	I U A A A I W A Local 81, East Moline, Ill.	Union Malleable Iron Co. of the John Deere Co. East Moline, Ill.	Castings for farm equipment.
5	U P E M W A Local 156 East Moline, Ill.	International Harvester Co. East Moline, Ill.	Agricultural implements, also contract with Army Ordnance.
6	U E R M W A Local 814 Moline, Ill.	Minneapolis-Moline Power Implement Co. Moline, Ill.	Farm equipment, forging for the Army and Navy.
7	I U A A A I W A Local 865 Moline, Ill.	John Deere Harvester Works East Moline, Ill.	Agricultural implements
8	U E R M W A Local 814 Moline, Ill.	Eagle Signal Corps Moline, Ill.	Bomb sight units, teletype parts, timers
9	I U A A A I W A Local 806 Rock Island, Ill.	J. I. Case Co. Rock Island, Ill.	Tractors, plane wings, farm implements
10	I U A A A I W A Local 1992 N. Chicago, Ill.	Oakes Products Div. of Houdaille Hershey Corp. N. Chicago, Ill.	Metal parts for tanks, and other motor vehicles
11	U P E M W A Local 154 Peoria, Ill.	Hart-Carter Co. Peoria, Ill.	57 mm shot.
12	U P E M W A Local 128 Peoria, Ill.	Peoria Cordage Co. Peoria, Ill.	Rope, binder twine
13	U P E M W A Local 140, Peoria, Ill.	Peoria Malleable Co.	Malleable castings

Schedule No.			
14	-U F E M W A Local 105 Peoria, Ill.	Caterpillar Tractor Co. Peoria, Ill.	Gun mounts, motor graders Diesel engines for Army, Navy Air Corps.
15	xU E R M W A 144 Peoria, Ill.	Altofer Bros. East Peoria, Ill.	Tank mines, plane parts (normally: washing machines ironers)
(16) all Women Officers	✓I U A A AIW A Local 278, Chicago, Ill.	Dole Valve Co. Chicago, Ill.	Valves, plane parts.
17	✓I U A A AIW A Local 834, Forest Park, Ill.	Wire Cloth Products Corp. Forest Park, Ill.	Gas and oil and air strainers, filters, etc.
18	-U F E M W A Local 139 Chicago, Ill.	Ingersoll Steel & Disc Division of Borg Warner Corp. Chicago, Ill.	Cartridge cases, auto trucks, aircraft, tanks, farm implements, furnace parts, etc.
19	-U F E M W A Local 125 Chicago, Ill.	Industrial Lamp Corp. Chicago, Ill.	Sheet metal fabrication, spraying and assembling black out lamps for Army vehicles.
20	✓U A W A Local 5 South Bend, Ind.	Studebaker Corp. South Bend, Ind.	Aircraft engines, Army trucks, Ordnance material.
21	xU E R M W A Local 917 South Bend, Ind.	Singer Manufacturing South Bend, Indiana	Airplane sub assemblies, droppable fuel tanks, cases for industrial and field sewing machines.
22	-U F E M W A Local 112 South Bend, Ind.	Oliver Farm Equipment South Bend, Ind.	Treads for tanks and farm equipment.
23	✓U A W A Local 590 South Bend, Ind.	Torrington Company South Bend, Ind.	Bearings for aircraft any type bearings.
24	✓U A W A Local 9* South Bend, Ind.	Bendix Aviation Corp. South Bend, Ind.	Aviation products, carburetors, gun turrets, gun barrels.
25	U A W A Local 9* South Bend, Ind.	Bendix Home Appliances South Bend, Ind.	Aviation products
26	✓U A W Local 764 Elkhart, Ind.	Excel Curtain Co. Elkhart, Indiana	Gun turrets, window sash and curtains for busses

Schedule No.	UNION	PLANT	PRODUCT
27	U A W Local 834 Elkhart, Ind.	C. G. Conn, Limited. Elkhart, Indiana	Gyro, Radar, compasses, silver bearing, etc.
28	U A A A I W A Local 941 Elkhart, Ind.	Chicago Telephone Supply Co. Elkhart, Indiana	Communication equipment (telephone, radio, radar.)
29	U R W A Local 65 Mishawaka, Indiana.	Ball Band Plant, U.S. Rubber Mishawaka, Indiana	Self seal gas tanks, Army raincoats, diving suits, hose, etc.
30	U E R M W A Local 927 South Bend, Ind.	Electro-Voice Mfg. Co. South Bend, Indiana	Microphones
31	U A A A I W A Local 226 Indianapolis, Ind.	Chevrolet Commercial Body Co. Indianapolis, Ind.	Aviation parts for Allison, Army trucks, gun mounts, Pratt & Whitney motor parts.
32	U A A A I W A Local 226 Indianapolis, Ind.	American Leather Products Indianapolis, Ind.	Canvas products, Signal satchels, Aerial kits, etc.
33	U A A A I W A Local 226 Indianapolis, Ind.	Marmon-Herrington, Inc. Indianapolis, Ind.	Truck manufacturing, Army combat trucks.
34	U A A A I W A Local 226 Indpls. Ind.	Foundry Unit, International Harvester, Company. Indianapolis, Ind.	Naval Ordnance - 75% Truck engines - 25%
35	U A A A I W A Local 226 Indianapolis, Ind.	McQuay Norris Mfg. Co. Indianapolis, Indiana	Bearings
36	U A A A I W A Local 226, Indpls. Ind.	Prest-O-Lite Storage Battery, Indianapolis, Ind.	Batteries
37	U E R M W A Local 1001 Indpls. Ind.	P. R. Mallory & Co. Inc. Indianapolis, Indiana	Radio and radar parts.
38	U A A A I W A Local 97 Seymour, Ind.	Noblitt-Sparks Industries, Seymour, Indiana	Muffler for Fords, Bomb tubing, Handles for gas tanks, Exhaust pipes.
39	U E R M W A Local 904 Indpls. Ind.	American Bearings Corp. Indianapolis, Indiana	Brass and steel bearings of all sizes.

Schedule No.	Union	PLANT	PRODUCT
40	UERMWA Local 813 Evansville, Ind.	Sunbeam Electric Mfg. Co. Evansville, Ind.	Refrigeration repair service, rifle grenades aircraft parts, booster for shells, metal shell containers.
41	UAWA Local 265 Evansville, Ind.	Briggs Indiana Corp. Evansville, Indiana	Airplane wings
42	UAWA Local 492 Evansville, Ind.	Republic Aviation Corp. Evansville, Indiana	Thunderbolt fighter
43	UAAAIWA Local 705 Evansville, Ind.	Chrysler Corporation Evansville, Indiana	Steel and brass cases for ammunition.
44	URWA Local 110 Indpls. Ind.	U. S. Rubber Co. Indianapolis, Ind.	Auto and truck tires and tubes; bicycle tires; fuel cell tanks for airplanes, ferry tanks.
45	UAWA Local 940 Anderson, Ind.	Pierce Governor Co. Anderson, Ind.	Governors for autos, tanks, tractors, trucks, bomb sights.
46	UAAAIWA - Local 662 Anderson, Indiana	Delco Remy Division G.M.C. Anderson, Indiana.	Auto, truck & tractor electrical equipment. Equipment for aircraft and Diesel engines.
47	IUAAAIWA Local 663 Anderson, Ind.	Guide Lamp Division General Motors Corp. Anderson, Indiana.	Machine gun barrels, Head and tail lamps for Army trucks, tanks, Shell cases
48	UMMSWA Local 607 Indpls. Ind.	Bridgeport Brass Ordnance Plant Indianapolis, Ind.	Cartridge shells, Strip brass, 30-30 caliber cups Disc and blanks
49	- UFEMWA Local 107 Chicago, Ill.	West Pullman Works International Harvester Chicago, Ill.	Carburetors, Magnetos, Nuts, Bolts, Bearings
(50 - 82)See A.F.of L. (list.)			
100	UERMWA Local 1111 Milwaukee, Wis.	Allen-Bradley Co. Milwaukee, Wisconsin.	Industrial switches, and controls; radio & radar switches and controls.

Schedule No.	Union	Plant	Product
101	I U A A A I W A Local 335 Milwaukee, Wis.	Fulton Company Milwaukee, Wisconsin	Aircraft parts
102	I U A A A I W A Local 248 West Allis, Wis.	Allis Chalmers Mfg. Co. West Allis, Wis.	Tractors, electrical equipment, snow jeeps
103	I U A A A I W A Local 469, Milw. Wis.	Master Lock Co. Milwaukee, Wis.	Master locks for Navy.
104	I U A A A I W A Local 409 Milwaukee, Wis.	Mueller Furnace & Boiler Mfgrs. Milwaukee, Wis.	Heating equipment for Army.
105	U A W A Local 75 Milwaukee, Wis.	Seaman Body Plant Nash Kelvinator Milwaukee, Wisconsin	Aviation engine parts
106	U S A Local 1673 Milwaukee, Wis.	Wrought Washer Mfg. Co. Milwaukee, Wis.	Washers, tools, dies stampings for electric fixtures, etc.
107	U S A Local 1258 Milwaukee, Wis.	Geo. Meyer Mfg. Co. Milwaukee, Wis.	Bottle handlering equipment sterilizers, etc.
108	U S A Local 65 S. Chicago, Ill.	Carnegie Illinois Steel Corp., South Works Chicago, Ill.	Basic Steel - billets, blooms, slabs, plate, shape bars, rods, rails, angles, beams, channels.

TRADE UNION SURVEY

A. F. OF L.

Schedule No.	Union	PLANT	Product
50	I A M Local 548 Moline, Ill.	American Machine and Metals Corp. East Moline, Ill.	Gun mounts, industrial fans, machines for U.S. Navy
51	I A M Local 1114 Waukegan, Ill.	Vascoloy-Ramet Corp. Waukegan, Ill.	Carbide cutting tools
52	I A M Local 1676 Waukegan, Ill.	Tantalum Defense Corp. Waukegan, Ill.	Production and processing of tantalum
53	I A M Local 377, Chicago Hgts. Ill.	Cannedy-Otto Mfg. Co. Chicago Heights, Ill.	Drill presses, machine tools
54	I A M Local 1118 Elkhart, Ind.	Elkhart Brass Mfg. Co. Elkhart, Indiana	Fire Dept. Fittings.
55	Evansville Metal Trades Council Evansville, Ind.	Missouri Valley Bridge & Iron Company, Evansville, Ind.	LST invasion boats
56	I A M Local 1231 Evansville, Ind.	Bucyrus - Erie Co. Evansville, Ind.	Steam shovels, road graders, rollers, bulldozers.
57	U A W A Local 650 Evansville, Ind.	Farm Tools Inc. Vulcan Plow Division Evansville, Ind.	Farm Machinery.
58	I A M Local 769 Indianapolis, Ind.	Curtiss-Wright Corp. Propeller Division Indpls. Ind.	Airplane propellers.
59	I A M Local 1449 Indpls. Ind.	Mouldings, Inc. Indianapolis, Ind.	Aircraft parts and shapes
60	I B E W B 1048 Indpls. Ind.	R. C. A. Indianapolis, Indiana	Radio tubes; radio sound equipment (Signal Corps)
61	Federal Labor Union 04 Local 187 Anderson, Ind.	Anaconda Wire & Cable Co. Anderson, Indiana	Copper wire and cables.

TRADE UNION STUDY (CONTD.) A.F.OF L.

Schedule No.	Union	Plant	Product
62	I U U A W A Local 783 Owensboro, Ky.	Ken-Rad Tube & Lamp Corp. Owensboro, Kentucky	Glass and metal radio tubes transmitting and receiving of many sizes and types.
63	I A M Local 1061 Milwaukee, Wis.	Cutler Hammer Inc. Milwaukee, Wis.	Electrical control equipt.
64	I A M Local 66 Milwaukee, Wis.	Jambor Tool and Stamping Milwaukee, Wis.	Oil pumps, king pins, shafts, rocker arms shafts
65	I A M Local 66 Milwaukee, Wis.	Clum Mfg. Co. Milwaukee, Wis.	Automatic electrical control apparatus
66	I A M Local 66, Milwaukee, Wis.	Perfex Corp. Milwaukee, Wis.	Fuses, radiators, sights lenses, small armaments
67	I B E W Local B-1169 Milwaukee, Wis.	Square D Co. Milwaukee, Wis.	Electrical controls
68	I U U A W A Local 736 Milwaukee, Wis.	Automatic Products Co. Milwaukee, Wis.	Oil controls for heating refrigeration controls, valves for aircraft
69	I U U A W A Local 322 Milwaukee, Wis.	Globe Union Inc. Milwaukee, Wis.	Batteries, switches
70	I U U A W A Local 209 Milwaukee, Wis.	Harley-Davidson Co. Milwaukee, Wis.	Motorcycles, sidecars, accessories.
71	U A W A Local 232 Milwaukee, Wis.	Briggs and Stratton Co. Milwaukee, Wis.	Small gas motors, locks and switches for autos, magnetos
72	Smith Steel Workers Local 19806 Milwaukee, Wis.	A. O. Smith Corp. Milwaukee, Wis.	Bombs, torpedoes for Navy, landing gears, hot water tanks, pressure vessels, aircraft parts, combat vehicle frames, pipe for oil lines.

Schedule No.	Union	Plant	Product
73	I A M Local 1628 Chicago, Ill.	Rockola Mfg. Co. Chicago, Ill.	Munitions, Ammunition boxes upholstered furniture, coin operated phonograph, airplane parts.
74	I A M Local 1696 Chicago, Ill.	G. E. X-ray Corp. Chicago, Ill.	Diathermy & fever cabinets, medical and X-ray apparatus vacuum tubes
75	Int. Ladies Handbags Local 44 Chicago, Ill.	S. Buchsbaum & Co. Chicago, Ill.	War Products - head pieces of plastic material for Electro voice (tanks); poncho coats, for army, Navy sails, belts, etc.
76 76A	Int. Moulders & Foundry W. Local 233 Chicago, Ill.	(1) Howard Foundry Co. Chicago, Ill. (2) Universal Castings	Bronze & aluminum castings and patterns.
77	I A M Local 1796 Chicago, Ill.	Minneapolis-Honeywell Regulator Co. Chicago, Ill.	Electronic automatic pilots for airplanes. Peace time-thermostats for heating equipment.
78	U A W A Local 477 Chicago, Ill.	Revere Copper & Brass Inc. Ord. Div. Chicago, Ill.	Ammunition parts for A. & N. brass discs for shells. Peace time - parts for gas stoves, autos, etc.
79	Federal Labor Union Local 22636 East Chicago, Ind.	Continental Roll & Steel Foundry Company East Chicago, Ind.	Armor tank castings & large miscellaneous castings
80 80A	I B E W Local 713 Chicago, Ill.	(1) Automatic Electric Co. (2) Lion Mfg. Company Chicago, Ill.	Automatic Telephones - Communications equipment
81	I B E W Local 1031 Chicago, Ill.	American Phenolic Corp. Chicago, Ill.	Bakelite products - electrical sockets, connecters for Army and Navy.

Ia

	No. Local Unions	No. Plants	Additional Plant Units in Amalgamated Locals	Total No. Plants & Units
A. F. OF L.				
	UAWA	7		7
	IAM	13	2	15
	IBEW	4	1	5
	FEDERAL	3	-	3
	MOULDERS	1	1	1
	LUGGAGE	1		1
	METAL TRADES	1		1
	TOTAL	30	4	34
C. I. O.				
	UAWA	25	6	31
	UERMWA*	8	1	9
	UFEMWA	12		12
	USA	3		3
	URN	2		2
	UMMSW	1		1
	TOTAL	51	7	58
	GRAND TOTAL	81	11	92

* Scheds: #6, #8, #21, #30, #37, #39 #100 #40 (Return)
#15

→ #6 & #8 - Scrap local (no 814)

aircraft 2
Mich 4

Ia

	No. Local Unions	No. Plants	Additional Plant Units in Amalgamated Locals	Total No. Plants/Units
A. F. OF L.				
UAWA	7			7
IAM	13		2	15
IBEW	4		1	5
FEDERAL	3		-	3
MOULDERS	1		1	1
LUGGAGE	1			1
METAL TRADES	1			1
TOTAL		30	4	34
C. I. O.				
UAWA	25		6	31
UERMWA*	8		1	
UFEMWA	12			
USA	3			
URN	2			
UMMSW	1			
TOTAL		51		
GRAND TOTAL		81		

Amalg Locals / Scheds / Local No

6 #31-36-5 ① UAW-CIO #226

3 #64-66-2 ② IAM #66

2 #24-25-1 ③ UAWA-CIO #9 Bendix

2 #76 ?-1 ④ Moulders #237

2 #80 ?-1 ⑤ IBEW #80

* Scheds: #6, #8, #21, #30, #37, #39 #15

→ #6 & #8 - Same local (No. 814)

Unions: Total 88 (AFL 30 CIO 51) Plants- 92 (11 plant units)

ADDRESS OF PLANT	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS INTERVIEWED NAME	POSITION	WOMEN MEMBERS INTERVIEWED NAME	OFFICE (if any)
ILLINOIS								
Peoria	Altofer Bros.	UERMWA	CIO 144	1/5/44	Wm. Allen	Pres.	Miss Mildred Schiefer	Rec. Sec.
							Miss Elis. Fothergill	--
Moline	American Mach. & Metals	IAM	AFL 548	12/8/43	Grover Hott	Chmn. Grievance	----	
					Elmer J. Nickerson	Dist. Rep.		
Chicago	Am. Phenolic	IBEW	AFL 1031	9/15/44	Louis Rossi	Shop Chmn.	Mrs. Ethel Duffey	Steward
					M. Darling	Bus. Agt.	Miss Irene Green	"
Chicago	Automatic Elec. Lion & Kellogg	IBEW	AFL 713	9/15/44	Harry Cox	Pres.	Miss Catherine Janis	Shop Steward
					Anthony Pusateri	Bus. Agt.	Mrs. Adeline Vassios	Shop Steward
Chicago	S. Buchsbaum	Int. Ladies Handbag, Luggage, Novelty Wkers. Union	AFL 44	8/27/44	Sidney Garfield	Bus. Agt.	Mrs. Bessie Neeley	Sec.
					Sam Laderman	Bus. Mgr.	Mrs. Lee Davie	Ex. Bd. Mem.
Chicago Heights	Cannedy-Otto Mfg.	IAM	AFL 377	12/29/43	Harry Eicher	Fin. Sec.	----	
					Thomas R. Morton	Rec. Sec.		
South Chicago	Carnegie Ill. Steel Corp	USA	CIO 65	10/6/44	Albert Towers	Pres.	Mrs. Joanne Kelley	Ed. of Union Newspaper
					George Mischeau	Int. Rep.	Miss Katherine Martin	Chmn. Women's Org. Com.
Rock Island	J.I.Case Rock Island Works	IUAAWA	CIO 806	12/13/43	Allen Lindsay	Pres.	Miss Rosie Magli	Shop Steward
					Fred Kirk	Shop Steward		
Peoria	Caterpillar Tractor Co.	UFEMWA	CIO 105	1/4/44	Gus Werner	Pres.	Mrs. Irene Dodson	Shop Steward
					S.A.Swanson	Int. Rep.	Miss Orvilene Brown	---
Moline	John Deere Harvester	IUAAAWA	CIO 865	12/10/43	Archie Anderson	Pres.	----	
					LaRue Leonard	Int. Rep.		
Moline	John Deere Plow	UFEMWA	CCIO 150	12/43	Mr. Ramsey	Pres.		
Chicago	Dole Valve	IUAAAWA	CIO 278	12/30/43	Robert Shelton	Pres.	---- Mrs. Fortune Harrington 261 W. Wilcox	Shop Stew.
					Frank J. Sahorske	Int. Rep.		
Moline	Eagle Signal Minn-Moline Power Implement	UERMWA	CIO 814	12/14/43	Ray Carlson	Pres.	----	
					Res. R. Wheelock	Int. Rep.		

ADDRESS OF PLANT	Schedule No.	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS INTERVIEWED NAME	POSITION	WOMEN MEMBERS INTERVIEWED NAME	OFFICE(if any)
ILLINOIS Con't.									
Rock Island	3	Feltex Corp.	UFEMWA	CIO 133	12/8/43	Mr. Burton C. Foster	Int. Rep.	Miss Claire DeBaker	Fin. Sec.-Treas.
Chicago		G.E.X-Ray	IAM	AFL 1696	8/29/44	Wm. Cypear Ed. Lense	Pres. Rec. Sec.	Miss Kay Patterson Miss Henrietta Gawel	--- ---
Peoria		Hart-Carter	UFEMWA	CIO 154	1/7/44	C.S.Barry	Pres.	Mame Gehrath	Fin.Sec-Tre.
Chicago		Howard Foundry Universal Casting Corp. Coremakers Co.	Int. Mould ers & Foundry	AFL " 233	8/30/44	Jos. Sharp Wm. Mugan	Pres. Fin. Sec.	Miss Anna Buisveen Miss Mary Bryant	Com-woman Shop Chmn.
Chicago		Industrial Lamp Corp	UFEMWA	CIO 125	2/3/44	Sam Mauro Frank Rogers	Pres. Int. Rep.	Miss Mildred Seigel	Fin. Sec-Treas.
Chicago		Ingersoll Steel & Disc Div. of Borg Warner Corp.	UFEMWA	CIO 139	1/27/44	Joseph Eberhardt Joe LaFond	Pres. Rec. Sec.	Mrs. Sally Kipper Miss Bernice Saltys	Shop Steward Fin. Sec-Treas.
East Moline		Int. Harvester	UFEMWA*	CIO 104	12/9/43	Burton C. Foster Arvid Sheets-Chmn.	Int. Rep. Grievance	----	
East Moline	5	Int. Harvester	UFEMWA	CIO 156	12/9/43	Thomas Lincoln	Pres.	----	
Chicago		Minn-Honeywell Regulator	IAM	AFL 1796	9/8/44	Ed. Thomas Walter Douard	Pres. Bus.Agt.	Mrs. Frances Goraber Miss Lucille Kiar	mem. Ex. Bd. ---
North Chicago		Oakes Prod. Div. of Houdialle Hershey Corp.	IUAAAWA	CIO 992	12/21/43	John Novak	Pres.	Mrs. Mary Jalanowske Miss Alice Nelson	--- ---
Peoria		Peoria Cordage	UFEMWA	CIO 128	1/4/44	John Lance John Engle	Pres. Rec-Fin Sec.	Juanita Paris Ruth Spradling	Grievance Comm. " "
Peoria		Peoria Malleable	UFEMWA	CIO 140	1/5/44	Howard Peterson S.A.Swanson	Pres. Int.Rep.	----	
Chicago		Revere Copper & Brass Inc. Ord. Div.	UAWA	AFL 477	9/25/44	Anthony Audia-Chmn Barg. Com. Angelo Inciaco-Int.Rep.		Mrs. Mollie Valenti	Fin.Sec.
Chicago		Rockola Mfg. Corp	IAM	AFL 1628	8/28/44	Leo Rogers Mr. LaFonte	Pres. Bus.Agt.	Mrs. Florence Harris Mrs. Lucille Graziano	Rec. Sec. Vice-Pres.
Waukegan		Tantalum Defense Corp.	IAM	AFL 1676	11/29/43	Chas.E.Foxworth-Pres. Metal Trades Council Harold Gibson-Pres. IAM		Mrs. Lillian VanNote	Rec.Sec.

*Office workers

ADDRESS OF PLANT	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS NAME	OFFICERS POSITION	WOMEN MEMBERS INTERVIEWED NAME	WOMEN MEMBERS INTERVIEWED OFFICE(if any)
ILLINOIS Con't.								
East Moline	Union Malleable Iron Wks. of Deere Co.	IUAAWA	CIO 81	12/11/43	Sam Gogg LaRue Leonard	Pres. Int.Rep.	Miss Hazel Woods	---
Waukegan	Vascoloy-Ramet Corp.	IAM	AFL 1114	12/22/43	Fred Riebe Geo.Salmon	Pres. Fin.Sec.	Jean Frunk	Steward
Chicago	West Pullman Works. Int. Harvester	UFEMWA	CIO 107	6/3/44	Geo. Shanta Chas. Killinger	Pres. Int.Rep.	Miss Ann Panozzo Mrs. Martha Alexis	Steward "
Forest Park	Wire Cloth Products Inc.	IUAAWA	CIO 834	12/27/43	Frank J. Sahorske	Int.Rep.	Mrs. Dorothy Ward	Chief Shop Steward
INDIANA								
Indianapolis	Am. Bearings	UERMWA	CIO 904	4/6/44	John Schaff John F.Nordman-	Pres. Int.Rep.	Miss Kay Parsal	---
Anderson	Anaconda Wire & Cable	Federal Labor U.	AFL 18704	5/27/44	Orville Passwater	Fin. Sec.	Miss Ada Williams Mrs. Gertrude Harris	Rec.Sec. ---
Mishawaka	Ball Band Pl. U.S.Rubber	URWA	CIO 65	3/18/44	Stanley Lester	Pres.	Mrs. Sterling MacReady Mrs. Lavina Maltby	Steward "
South Bend	Bendix Aviation Bendix Home Appliances	UAWA	CIO 9	2/10/44	Chas. F.Clements Leo Wituski	V-P. ---	Miss Vera Kemper	Shop Steward
Indianapolis	Bridgeport Brass-Ord.Pl.	United Mine Mill & Smelter Wkrs.	CIO 607	6/3/44	Mrs. Dessie Saferight Ed.Greene	Pres. Fin. Sec.	Mrs. Louise Wiseman Miss Dorothy McNeeley	--- ---
Evansville	Briggs Indiana	UAWA	CIO 265	4/17/44	Mr. Estel Ragsdale-Pres Arnold Atwood	Reg.Dir.	Mrs. Helena O'Bryant Miss Mary Baker	--- ---
Evansville	Bucyrus Erie	IAM	AFL 1231	4/44	Ray Hancock Leonard Edwards	Bus. Rep. Trustee &Chmn.Grievance	Mrs. Edith LeMaire Mrs. Ditterline	--- ---
Indianapolis	Cheverolet Marmon-Harrington, Am. Leather Int. Harvester McQuay-Norris Prest-O-Lite	UAAAIWA	CIO 226	3/18/44	L.O.Asman Evert Stevens	Chmn. Barg. Comm.	Mrs. Clarence Lyons Mrs. George Barger	Rec. Sec. Shop Steward
Elkhart	Chicago Telephone Supply	UAAAIWA	CIO 941	3/7/44	Sam. N. Hayes Ronald Nelson	Pres. V-Pres.	Miss Gretta Smith-Guide Miss Rose Lavrich	Mem. of Legislative Comm.

ADDRESS OF PLANT	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS NAME	POSITION	WOMEN MEMBERS INTERVIEWED NAME	OFFICE(if any)
INDIANA Cont'd.								
Evansville	Chrysler	UAAAIWA	CIO 705	4/20/44	Kermit Sparrow	Pres.	Mrs. Juanita Ragsdale	---
					John Sterneman	Fin.Sec	Mrs. Pearl Patton	---
Elkhart	C.G.Conn Ltd.	UAW	CIO 534	3/11/44	Floyd Martin	Pres.	Mrs. Eloise Peffley	Steward
					Chas. Strintz	Fin-Sec.	Mrs. Mabel Wright	"
East Chicago	Continental Roll & Steel Foundry Co.	Federal Labor Union	AFL 22636	9/29/44	Chas. T.Morris	Pres.	Mrs. Mary Sefton	Steward
					Joe Zych	Rec. Sec	Mrs. Matovina	---
Indianapolis	Curtiss-Wright Props.	IAM	AFL 769	5/44	Paul S.Wise	Pres.	Mrs. Florence Alders	Rec.Sec.
					David Nelson	Bus.Rep.	Miss Dorothy Davis	Labor Management Comm.
Elkhart	Excel Curtain	UAW	CIO 764	3/11/44	Mrs. Caroline Davis	Pres.	Mrs. Jennie Cook-Barg. Com	
					Thomas Dixon	V.Pres.	Mrs. Florence Bailey	Political Action
Anderson	Delco Remy Div.	UAAAIWA	CIO 662	5/20/44	Bernie Wood	Pres.	Mrs. Edith Condon	---
					Roy Richardson	Fin-Sec.	Mrs. Dora Fisher	---
South Bend	Electro-Voice	UERMWA	CIO 927	3/18/44	Mrs. Alice Travis	Pres.	Mrs.Martha McGrue	Steward
					Fred Gardner	Int.Rep.	Clara Benzer	---
Elkhart	Elkhart Brass Lerner Elect. Safeplay Outing, Elkhart Screw Products.	IAM	AFL 1118	3/11/44	Noble Smith	Pres.	Mrs. H.O.Denman	Fin.Sec.
Evansville	Farm Tools Inc. Vulcan Plow Div	IAWA	AFL 650	4/44	Alfred Huck	Pres.	Miss Barbara Keel Miss Irene Poe	--- ---
Anderson	Guide Lamp	IUAAAIWA	CIO 665	5/27/44	Mr. Jesse Payne	Pres.	Mrs. Isabel Abrams	Chmn
					Geo. Berkebile	Chmn Barg. Comm.		Collection Comm.
							Mrs. Alpha Counts	Chmn. Entertainment Comm.
Indianapolis	P.R.Mallory	UERMWA	CIO 1001	4/44	Mr. LaVerne Taylor	Pres.	Mrs. Dorothy Winter	
					Howard G. Pfeiffer	V.-P.		Fin. Sec.
							Miss Mary Lovell	Rec.Sec.
Evansville	Mo. Valley Bridge & Iron	Evansville metal Trades -	AFL	4/21/44	C.B.Birdsong	Pres. of Metal Trades Council & Pres. Teamsters 215	Virginia Ainsworth	Shop Steward
							Lucy Sloan	---
					W.L.Manis	Bus.Rep. Boilermakers 374		
Indianapolis	Mouldings	IAM	AFL 1449	5/44	Clyde Pruitt	Pres.	Mrs. Gracie Irvine	examines new applicants
					Mrs. Phyliss Power	Chmn. Entertainment	Mrs. Lillian Foster	Rec.Sec.

ADDRESS OF PLANT	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS INTERVIEWED NAME	POSITION	WOMEN MEMBERS INTERVIEWED NAME	OFFICE(if any)
INDIANA Can't.								
Seymour	Noblitt-Sparks	UAAAIWA	CIO 97	4/6/44	Everet Donica John Bartee	Pres. Int.Rep.	Mrs. Evelyn Flecker-Stewa Mrs. Flora Maples---	
South Bend	Oliver Farm Equipment	UFE & MWA	CIO 112	2/14/44	E.E.Smith	Pres.	Mrs. C.E.McCoy Elbise Marcum	Chief Woman Steward Sub-steward
Anderson	Pierce Governor	UAWA	CIO 940	5/17/44	Robert Crouse T.L.Gillespie	Pres. Fin.Sec.	Mrs. Philomena Moore Alternate shop Steward Mrs. Flo. Hawes ---	
Indianapolis	R.C.A.	IBEW	AFL B1048	5/13/44	Lewis E.Clark Fred Gauler	Pres. Fin.Sec	Miss Martha Taylor Miss Dorothy Ebersole	Grievance Comm. Ex.Bd.
Evansville	Rep. Aviation	UAWA	CIO 492	4/19/44	Donald Scales	Pres.	Miss Loretta Durham Mis Velia Ewers	Rec.Sec. Fin.Sec.
South Bend	Singer	UERMWA	CIO 917	2/12/44	Geo. P.Sagi Arnold Schwertman	Pres. Fin.Sec.	Mrs. Sophie Wituski ---	
South Bend	Studebaker Aviation & Automotive	UAWA	CIO 5	2/8/44	W.L.Burgoyne Mr. Harold	Pres. Fin. Sec.	Mrs. Bertha Duffey Mrs. Anna Paege	Chief Shop Steward Shop St.
Evansville	Sunbeam Elec. Faultless Caster Simpson	UERMWA	CIO 813	11/14/44	James Payne Miss Mary Sweat	Field Organizer Int.Rep.	Miss Agnes Schenk Mrs. Emma Lynn	Fin.Sec Shop St.
South Bend	Torrington	UAWA	CIO 590	2/17/44	Lyle E.Hughes Harold Jensen	Pres. Fin.Sec.	Miss Vera McKenzie-Barg.C. Miss Beryle Harmon	St.
Indianapolis	U.S.Rubber	URWA	CIO 110	5/8/44	W.Self C.M. Ferguson	Pres. Ex. Bd Member	Miss Julia McGuirk Miss Irma Jean Cornell	Trustee Shop Steward
Kentucky Owensboro	Ren-Rad tube & Lamp	IUAWA	AFL 783	6/7/44	S.F. Mitchell Peter G. Noll	Vice-Pres. Reg.Dir.	Miss Helen R. Ford Mrs. Dorothy Mitchell ---	Fin.Sec
WISCONSIN								
Milwaukee	Allen Bradley	UERMWA	CIO 1111	7/1/44	Earl Hammel Adam Pierce	Rec.Sec Sec.-Treas.	Miss Shirley Mislove Miss Dorothy Srok	Bus. Mgr. Committeeman
West Allis	Allis Chalmers	IUAAAIWA	CIO 248	6/16/44	Robert Buse Fred McStroul	Pres. Rec.Sec.	Esther Handler Miss Frances Mynor	Dir. of Activity Committman

ADDRESS OF PLANT	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS INTERVIEWED NAME	POSITION	WOMEN MEMBERS INTERVIEWED NAME	OFFICE (if any)
WISCONSIN Con't.								
Milwaukee	Automatic	UAWA	AFL 736	7/6/44	Allen Guthmueller	Pres.	Miss Ione Wangren	Steward
							Miss Gertrude Hoffman	Sergeant at Arms
					Miss Sally Orkowski	Rec.Sec.		
Milwaukee	Briggs & Stratton	UAWA	AFL 232	7/29/44	Clarence Erhman	Pres.	Miss Flora Belknap	Shop Steward
					Clifford Matchey	Fin. Sec.	Mrs. Edna Gallagher	---
Milwaukee	Clum; Jambor Tool; Perfex	IAM	AFL 66	6/28/44	Ed. Roob	Pres	Miss Doris Maciolek	Steward
					John C. Strasen	Bus. Agt.	Miss Florence Cichucki	Steward
Milwaukee	Cuttler Hammer	IAM	AFL 1061	6/17/44	Ed. Schroedter	Pres.	Miss Betty Dressler	Steward
					Ray A. Bailey	Chief Bus. Agt.	Miss Myrna Harder	Ass't Editor
Milwaukee	Fulton	IUAAAIWA	CIO 535	6/29/44	Robert Schmidt	Pres.	Mrs. Mae Dutton	Chmn. Bd. of Trustees
					Mrs. Ruby Smith	Guide	Mrs. Clara Knocke	Steward
Milwaukee	Globe Union	UAWA	AFL 322	7/22/44	Omer Weidman	Pres.	Mrs. Pearl Thom	Fin.Sec
					Miss Elis. Zimmerman	Rec.Sec.	Miss Viola Cummings	Chief Steward
Milwaukee	Harley Davidson	IUUAWA	AFL 209	7/22/44	Leonard Hackert	Pres.	Miss Eleanor Meilinger	Deputy Steward
					Roger M. Strachoda	Fin.Sec.	Mrs. Lucy Miller	
Milwaukee	Master Lock	IUAAAIWA	CIO 469	6/19/44	Frank Brinkman	Pres.	Miss Mary Anne Engle	Guide
					Lawrence Calstrom	Wis. Dir. UAW	Miss Esther Meyer	Fin. Sec.
Milwaukee	Geo. J. Meyer	USA	CIO 1253	7/29/44	Walter Hart	Pres.	Mrs. Martha Sarsky	Shop Steward
					P.J.Martin	Fin.Sec.	Miss Kate Olson	---
Milwaukee	Meuller Furnace & Boiler Mfgrs.	IUAAAIWA	CIO 409	6/44	Valentine Hahn	Pres.	Miss Geraldine Loeffler	Shop Steward
							Mrs. Pauline Boehm	---
Milwaukee	Seaman Body Plant	UAWA	CIO 75	6/11/44	Claude Kliem	Rec.Sec.	Mrs. Evelyn Klein	Shop Steward
					Paul Steffes	Fin.Sec.	Mrs. Beatrice Bittner	Shop Steward
Milwaukee	A.O.Smith	Smith Steel Wkrs.	AFL 19806	8/5/44	Felix Reisdorf	Fin.Sec.	Miss Florence Kelly	Shop Steward
					Harold Weiland	Chmn of Barg. Comm.	Miss Betty Mallman	Shop Steward

ADDRESS OF PLANT	PLANT NAME	NAME OF LOCAL	AFFILIATION & NO.	DATE OF INTERVIEW	OFFICERS INTERVIEWED NAME	POSITION	WOMEN MEMBERS INTERVIEWED NAME	OFFICE (if any)
WISCONSIN Con't.								
Milwaukee	Square D	IBEW	AFL B1169	7/1/44	James Watson	Pres.	Miss Elis. Skiva	Steward
					Ervin Michalis	Rec. Sec.	Miss Clarice Ciszewiki	Steward
Milwaukee	Wrought Washer	USA	CIO 1675	7/29/44	William Stone	Pres.	Mrs. Delia Dietrich	Treas.
					Andrew Terrai	Vice-Pres.	Miss Emma Tronnier	Rec. Sec.

NUMBER OF UNIONS COVERED BY STATE, AREA AND TOWN. TRADE UNION STUDY

CODE	State & Area	UNIONS 1 M'ship No.	Tot. W.	No. of Plants Unions
	TOTAL	81		~~90~~ 92
	ILLINOIS			~~34~~ 36
	Chicago Area			~~19~~ 21
10	Chicago			~~18~~ 16
11	Chicago Heights			1
12	North Chicago			1
13	Waukegan			2
18	Cicero			1
19	Forest Park			1
	Other Illinois	14		15
14	Moline			5
15	East Moline			3
16	Peoria			5
17	Rock Island			2
	INDIANA			37
	South Bend Area			12
20	Elkhart			4
21	Mishawaka,			1
22	South Bend			7
	Indianapolis Area			13
26	Indianapolis			13
	Other Indiana			12
23	Anderson			4
24	Seymour			1
25	Evansville			7
27	East Chicago			
	KENTUCKY			1
30	Owensboro			1
	WISCONSIN			18
40	Milwaukee			17
41	West Allis			1

UNIONS COVERED TO DATE IN STUDY

SEPTEMBER 23, 1944

Bagwell

Tot - 92 } Nos. 1-91
A.F.L. 34
C.I.O. - 58 } 1-49
82-108

Number and Names of Unions Covered in -

		Total	84
Anderson, Indiana.		**4**	
U.A.W.	-C.I.O.		3
FED.	A.F.L.		1
Evansville, Indiana.		**7**	
U.A.W.	-C.I.O.		3
U.E.	-C.I.O.		1
U.A.W.	-A.F.L.		1
U.A.W.	-A.F.L.		1
Evansville Metal Trades Council	A.F.L		1
Indianapolis, Seymour, Indiana.		**14**	
U.A.W.	C.I.O.		7
U.E.	C.I.O.		2
U.R.W.	C.I.O.		1
U.M.M.S.	C.I.O.		1
I.A.M.	A.F.L.		2
I.B.E.	A.F.L.		1
South Bend, Elkhart, Mishawaka, Ind.		**12**	
U.A.W.	C.I.O.		7
U.E.	C.I.O.		2
U.F.E.	C.I.O.		1
U.R.W.	C.I.O.		1
I.A.M.	A.F.L.		1
Chicago, North Chicago, Forest Park, Waukegan		**13**	
U.A.W.	C.I.O.		3
U.F.E.	C.I.O.		3
I.A.M.	A.F.L.		5
* Int. Ladies Handbag	A.F.L.		1
Int. Foundry	A.F.L. (2 plants)		1
Moline, Rock Island, Peoria, Ill.		**15**	
U.A.W.	C.I.O.		3
U.F.E.	C.I.O.		8
U.E.	C.I.O.		3
I.A.M.	A.F.L.		1
Milwaukee, West Allis, Wisconsin		**18**	
U.E.	C.I.O.		1
U.A.W.	C.I.O.		5
U.S.A.	C.I.O.		2
I.A.M.	A.F.L.		4
U.A.W.	A.F.L.		4
I.B.E.	A.F.L.		1
Smith Steel Workers	A.F.L.		1
Owensboro, Kentucky		**1**	
U.A.W.	A.F.L.		1

(Federal)

* Chi - IBEW - 1 (2 plants) } 4 in all.
IAM - 3
UAW - 1
Fed - 1

CIO 0 - 50
AFL 50 on

Trade Union Survey

CIO

Schedule No.	Date of Survey	Union Name - Number - Location	War Labor Board Case Name - Location	Product
1	12/43	U.F.E.W.A. - CIO 104 E. Moline, Ill.	International Harvester Company East Moline, Illinois	Agricultural implements and war products for Army.
2	12/43	U.F.E.W.A. - CIO 150 Moline, Illinois	John Deere Plow Company Moline, Illinois	Plows - agricultural implements; small percentage of war work.
3	12/43	U.F.E.W.A. - CIO 133 Rock Island, Ill.	Feltex Corporation Rock Island, Illinois	Fiber containers for shells.
4	12/43	U.A.W. - CIO 81 East Moline, Ill.	Union Malleable Iron Co. of Deere & Company East Moline, Illinois	Castings for farm equipment.
5	12/43	U.F.E.W.A. - CIO 156 E. Moline, Ill.	International Harvester Company East Moline, Illinois	Agricultural implements; (also army ordnance contract).
6	12/43	U.E.R.M.A.W. - CIO 814 Moline, Illinois	Minneapolis, Moline, Power Implement Company Moline, Illinois	Farm equipment, forgings for Army and Navy.
7	12/43	U.A.W. - CIO 865 Moline, Illinois	John Deere Harvester Works E. Moline, Illinois	
8	12/43	U.E.R.M.W.A. - CIO 814 Moline, Illinois	Eagle Signal Corporation Moline, Illinois	Bomb sight units for airplanes, teletype parts; timers (100% war work.)
9	12/43	U.A.W. - CIO 806 Rock,Island, Ill.	J.I.Case - Rock Is. Works Rock Island, Illinois	Tractors, farm implements; aircraft wings (aircraft dept. being discontinued.)
10	12/43	U.A.W. - CIO 992 North Chicago, Ill.	Oakes Products Div. of Houdaille Hershey Corp. North Chicago, Illinois	Metal parts for tanks and other motor vehicles.

CIO 0 - 50
AFL 50 on

Trade Union Survey

A.F. of L.

Schedule No.	Date of Survey	Union: Name - Number - Location	War Labor Board Case: Name - Location	Product
50	12/43	I.A.M. - A.F.L. 548 Moline, Illinois	American Machine & Metals Incorporated East Moline, Illinois	Gun mounts and testing machines for U.S. Navy; steam laundry machinery, industrial fans and blowers.
51	12/43	I.A.M. - A.F.L. 1114 Waukegan, Illinois	Vascoloy-Ramet Corp. North Chicago, Illinois	Manufacture of carbide cutting tools.
52	11/43	I.A.M. - A.F.L. 1676 - 1114 (?) Waukegan, Illinois	Tantalum Defense Corp. North Chicago, Illinois	Production and processing of tantalum.
53	12/43	I.A.M.-A.F.L. 377 Chicago Heights, Illinois	Cannedy-Otto Mfg. Co. Chicago,Heights, Illinois	Drill presses and machine tools.

1

Union Survey, Nov. 10, 194.
given to Mrs O'Connor
11-10-43

UNIONS TO BE CONTACTED:

Machinists, Int'l Ass'n of AFL

Electrical Workers of America,
Int'l Bro. of AFL

Automobile Workers of America,
United AFL

Automobile, Aircraft, & Agricultural
Implement Workers of America, United CIO

Electrical, Radio & Machine Workers
of America, United CIO

United Farm Equipment Workers of America CIO

no. of locals involved

Locals Involved in War Labor Board cases of immediate interest:

1 International Association of Machinists, Lodge #628, AFL
(and Hummer Manufacturing Co., Springfield, Ill.
Case no. 2482-CS-D (354) August 26, 1943)

1 United Automobile, Aircraft, and Agricultural Implement Workers of America, CIO, Local 9,
(and Bendix Products Division, Bendix Aviation Corporation, case no. 2941-CS-D
September 20, 1943) South Bend, Indiana

all United Automobile, Aircraft and Agricultural Implement Workers of America, CIO
(and General Motors Corporation, all plants, including the Yellow Truck and
Coach Co., Pontiac, Michigan, and General Motors Parts Plants,
case no. 111-1899-D, October 28, 1943)(also case no. 125, Sept. 26, 1943)

all United Electrical, Radio and Machine Workers of America, CIO
(and General Motors, all plants as above, case no. 111-1903-D, October 28, 194

3 United Automobile, Aircraft & Agricultural Implement Workers of America, CIO
Locals, 231, 226, 315, St. Louis, Missouri, and Indianapolis and Connerstille,
Indiana (contracts with McQuay-Norris Manufacturing Co., case no. 697, July3,43

1 International Association of Machinists, District Lodge No. 48, Local 1377, AFL
(and Waukesha Motor Co., Waukesha, Wis., case no. 401, July 30, 1943)

REPRODUCED AT THE NATIONAL ARCHIVES

MATERIALS

REPRODUCED AT THE NATIONAL ARCHIVES

Table of Contents

I. List of Local Unions covered in Study

II. General Comments abstracted from schedules.

III. List of summary tables.

IV. Summary tables.

V. Individual Union data by subjects relating to "equal pay" and War Labor Board Cases.

REPRODUCED AT THE NATIONAL ARCHIVES

GENERAL COMMENTS

Attitude of the Company

Financial Secretary-Treasurer, a woman, said the company was very antagonistic--it is very hard to secure concessions. #5, notes.

Mr. Carlson, President of Union, stated that Minn.-Moline Company cooperated very well sothat the union did not the problems there that they have in Eagle Signal plant where company is very antagonistic. Im Minn.-Moline plant have no equal pay clause in contract but do have equal pay provided in contract by rate of job and Company does not violate agreements--also company upgrades women equally with men. #6, notes.

Company is very antagonistic to the union. Union has not been able tosecure very good contract. #8, notes.

Union officials stated that company preferred to hire girls from country who are hard to organize and interest in union activities. Women fear discrimination against them if they become active. They think others not active are promoted to better jobs and shop stewards held back. This feeling has grounds as there were 25 union members involved in a National Labor R lations Board case in which the union charged the company of firing them for union activity. Nineteen of the 25 were ordered reinstated but all but 4 had gone to other jobs by the time the order came so only 4 were re-employed. #14, p.2.

Union Attitude Toward Women

Both the International Representative and the President of the Union were very co-operative and their attitude toward women was very good. #7, notes.

President's attitude toward women was very good. The International Representative's attitude was excellent toward women. He was originally from The United Electrical Workers, CIO, and plans to have an educational program for Farm Equipment Workers in Peoria. #13, notes.

Attitude of International Representative and Union President is very good in regard to advancement of women in shop and the elimination of discrimination which exists under the present wage system. #16, p.2.

The attitude of the International Representative was that women's place was not in any machine shop. There was other work women could do, etc. etc. His term of office expires Jan. 1, 1944. Chairman of the Grievance Committee has an entirely different attitude toward women. He said the women were doing a good job, and yet women were being hired at 5¢ an hour lesss on production jobs than men laborers.. #50, notes.

REPRODUCED AT THE NATIONAL ARCHIVES

Attitude of Men Toward Women

Women shop steward said the men did not want the women to get as much as they did. #9, p. 6.

Some of the men "still" have the attitude of "the damn women" coming in and taking men's jobs. #13; p. 2.

Women in the Union

Financial Secretary-Treasurer (woman) very active in the union. She said she had previous experience in unions. She had been active in an Amalgamated Clothing Workers' local. # 3, notes.

President stated that women were quite active in shop and that they were very quick to take up their complaints thru the union. #4, notes.

Union is weak due to company's failure to obey order of WLB. Long delay has led workers to believe contract is not in effect. Women are not active and most won't join the union. #9, p. 1.

Two women union members said that the women were very articulate in demanding what they were entitled to and that the men in the union co-operated very well with them. It seems that the women have not, however, made demands for many of the jobs outside of female classifications and there has been not enough of a shortage of labor to necessitate putting them on these jobs. #10, p.2.

Most of the women have been in the plant a long time, one being employed 22 years. #13, p.2.

Women think they will not be in shop permanently so it is difficult to get them to take initiative and act as shop stewards and on committees. They think others not active are promoted to better jobs and shop stewards held back. Those women who are elected shop stewards donot always serve as they are afraid to wear the steward's buttons. Union does not seem to be strong among the women employees. However, the women who are active seem to be firm and going ahead. They reprt that they intend to take up some complaints that have ome up about the women's wash rooms. Conditions are unsanitary and the number of toilets insufficient so they will request additional facilities and maid service. Women interviewed and union officials stated that women were afraid to participate actively in union activities. Leaders of union (men) did not have background or experience to handle grievances efficiently and with sufficent speed that women would develop by the experience of women in the union. Chief women steward interviewed stated that she did not like the way the elections had gone in the union and was somewhat discouraged by the lack of w der participation by the women. However, the few who were active had been strong and stood out well in the face of the discrimination against unkon members. #14, p. 2 and notes.

REPRODUCED AT THE NATIONAL ARCHIVES

Women in the Union

Women are very active in plant and in union. There are only about 20 men in the plant, most of them High School boys. About 20 men have been drafted. Women feel that men in union offices do not represent the women as well as women. Women have agreed that they want a woman president and it is expected that they will elect a woman. Mrs. Dorothy Ward, Chief Steward, attended the U.A. W.A. Convention in Buffalo and reports that the women delegated were quite active in the Convention and that they introduced a resolution calling for more women organizers. #17, p. 1, 2.

Women have organized a bowling team. All officers are women, that helps to create interest in the union. #61, p. 2.

The women are very lax in attending union meetings, or take any active part in the plant. (This is due to the fact that the union is awaiting a decision by the Economic Stabilization Direcotr). #53, p. 2.

Union in the Plant

The CIO won in a plant election, but only a small percentage actually belong to the union. Now they are working hard to interest the unorganized in the plant. Both the President and the Secretary feel that when the ruling of the Regional WLB comes thru on their contract the balance of employees will join. They are for the union about 90-95% of them, but won't join until something is done for them. #11, p. 2.

The CIO won in an election and they are in the stage of organization. The company is fighting the union, and using underhanded methods to discourage the workers from joining; consequently some of the workers are fearful of the union. The local is anxiously awating ruling of Regional WLB upon their contract. #12, p. 2.

Union Cost

President of the Local stated that they felt justified in setting their initiation fee at $15 as the wage scale and other gains warranted this. He said also that the reason for fining members for not attending meetings was to secure better attendance so that all members would understand actions taken by union and all would vote on what is done. Majority are inclined to let a few run the union and not to take responsibility themselves. #10, notes.

A fine of $1 is imposed for failure to attend a single meeting of the local. Members feel this is necessary in order to get full attendance and to be able to educate new members. #17, p. 1.

Educational Programs

The International Rxxxk Representative plans to have an educational program for Farm Equipment Workers in Peoria. # 13, notes.

International Representative stated that UFEMWA had not been so interested in educational programs and program for women members such as UERMWA has but that they were now more interested and he thought they would be able toaccomplish more. UFEMWA is planning month's training program (at camp) for union leaders, including women. #14 not

Educational Prpgram (continued)

The Union conducted a training course in new skills in the basement of the president's home in the early part of the war. Women did not attend, they were eligible. #53, p. 6

Holding Office

By-laws of union provide that must be member of union one year before can hold office. Women have been in union only 7 months. #1, p. 1.

By-laws provide that members can't be elected to office until have been in union for a year. #14, p. 1.

Jobs

Women have a general understanding that they will not go on men's jobs if men can be found in plant to do job. Women interviewed felt that women were willing for most part to stay on women's jobs. Women are on three jobs listed as male in the contract. #3, p. 6, 7, notes.

A woman union member stated that women were not interested in jobs that paid more than production jobs as work was harder, also many women came from the country and never worked before so feel that they make quite a lot. #10, p. 6

Women can perform most jobs in plant but are not doing so because they have not been in plant long enough to build seniority and move up. #14, p. 6.

Male and Female Classification of Jobs

President stated that the reason for the female classification was that women could be placed in easier jobs and if these jobs were "wonen's jobs" the men could not take advantage of their seniority to "bump" the women off. Women are on a few jobs not classified as male and female and on these they get the same rates as the men. #10,p.2

Rates

Union President stated that WLB approved rates for certain jobs because company claimed that they were new job classifications but union claims these are the same jobs previously performed by men at higher rates. #14, p. 5

Some women don't care to work on machines, prefer the cleaner type of work, consequentl; they stay in the lower bracket rate. Every job has a learning period, the foreman recommends an increase. If a woman feels she is entitled to an increase and the foreman doesn't recommend it, the women do speak up. If not granted by the foreman it goes thru the girevance committee. #51, p. 2.

Women are on production jobs except 3 cases. They replaced men and recieve the rate of the job that the men were receiving previously. #52, p. 5.

Maternity

International Representative said, when asked about maternity clause in contract, that they had none in contract but that he was getting "some new ideas" from agents and he wanted to see that this went into new contract which was to be negotiated very soon. #8, notes.

Woman officer cited one case of pregnancy, she had 3 months of leave, she called up and received another 3 months, and officer thought she could receive another 3 months if necessary. #51, p. 2.

Child Care

Child care is reported to be a problem. There are only two day nurseries, one located in a settlement house and one at the Salvation Army. Neither of the two housing projects in the town have day nurseries. #14, p. 2.

Shift Determied by Seniority

No provision in contract for placement of s ifts by seniority but union president reported that the union was requesting this as the company would, when a woman quit on a day job insist on promoting or hiring a woman for the job in violation of seniority rights of men. Men object to this practice of the company.. #14, p. 2.

Success of Women

Women entered the plant in larger numbers after the war, and they are doing a good job even a better job on inspection than the men ever did. #7, p. notes.

Post-War

Union asked for guarantee of post war jobs for women. Company requested clause providing termination of women's employment after the war. #15, p. 3.

Plan is to oust all women after the war. All inexperienced men and women employed for duration only. #60, p. 4 and 7.

Check-Out

In this plant women check out at end of day 5 minutes before men. Company feels can avoid some problems this way. Men do not object.

Summary of War Labor Board Cases

Total - 21 cases

Pending - 8
Decided - 13

Voluntary - 8
Dispute - 13

All cases either pending or decided had an equal pay issue (those decided approved the issue) except: -

1. Mostly women employees - no equal work - case involved general wage increases - 5¢ per hour was granted. #17

2. Approved a men and women base rate but only 3 women are on men's jobs and these receive men's rates. #62

3. New wage scale for women on "new" women's jobs (Union claims same jobs formerly held by men at higher rate. #14

Note: One case approved contained both equal pay issue and same hiring rate for men and women. #3

One case approved same starting rate for men and women (no reference to equal pay - "no discrimination" clause in contract and rate sheet not by sex). #8

One case (pending) involves approval of 1st contract which contains "equal pay clause," "provisions for maternity leave," and guarantee of post war jobs for women. #15

One case (pending) approval of 1st contract which includes: -
Equal pay
Same seniority rights for men and women. #16

Summaries of Trade Union Survey

I. Union Data

1. Coverage and Union affiliation.
2. Union membership - total members, number of women members and percent women member of total members.
3. Occupational group of Union members.
4. Amount of Union fees - initiation, dues, other fees.
5. Number and type of committees on which women serve.
6. Number and kind of offices women hold in Unions.
7. Attendance at Union meetings.

II. Plant Union Data

8. Type of Union Contract.
9. Employment - number, total women - percent women are of total employment, and percent women Union members are of total women employed.
10. Number of plants employing women before the war.
11. Period after employment before possible to join the Union.
12. Method of collecting dues.
13. Number of plants having women shop stewards.
14. Extent of women membership on (1) Labor Management Committee (2) grievance committee.

III. Contract Provisions for specified items

15. Types of contract provisions for equal pay.
16. Entrance rates for new inexperienced workers.
17. Seniority.
18. Leave of absence
19. Rest periods - omit
20. Other - pregnancy, etc.

IV. Plant Practices

21. Method of determining comparability of work.
22. Higher paid jobs suitable for women.
23. Lunch periods - length and paid for.
24. Prevailing practice to keep women at lower paid jobs longer than men.
25. Pregnancy.

V. War Labor Board Cases

26. Issues of War Labor Board Cases.
27. Summary of War Labor Board Cases.

Questions for Equal Pay:

1. Is it in the contract.

2. How are jobs listed on job and rate sheet.

3. What is the union's attitude.

4. Is it an issue with the WLB. If not, why?

5. After WLB decision what is womens' situation.

When a woman is put on a man's job is she paid his rate?

Are there women's jobs, men's jobs, and jobs on which women are replacing men?

Higher paid jobs suitable for women in the opinion of***

Practice to keep women on lower-paid jobs . Source and reason for statement.

Tie up general wage increase and equal pay in the WLB case.

Eliminate Page 5; instead use the names in the answers to the questions.

What sort of material is expected from "union action?"

Did union and employer agree on comparable jobs after WLB decision.

Does union follow up WLB decision or does it wait until individual member complains?

Rest Periods Should be noted in plant practices as well as contract provisions.

Page 6 Omit 4
#6 Who said so. Reason. Examples.
#7 Why is period longer for women. Does it affect wages?
Page 7 #4 Change wording
#5 Length of service before leave.
Page 4 Is there a labor-management committee. Total on comm. Women on comm.
Same for Grievance.
#8 Check off; stewards; other. Cut "a"
Lunch --is it in contract.

Under WLB Case. Work Comparability
Who decides if there is a dispute about work comparability?

Majority of workers start at lowest rate in plant -- in whose opinion.

What is the attitude of the union toward women?

Women expect from the union:
Equality
Special considerations when differences between them and the men
Affirmative policy to encourage women to make better trade unionists

How many unions have a National Director of Womens' Activities? (UE is developing a good program)

What committees are women on, and what are the committees on which women do not serve but for which they are qualified?

How long have women been members in the union? Date of union.

Do men realize the importance of educating the women ..Do men encourage the women to learn about the union?

Have a narrative report of general policies, etc. that are important to the understanding of the local.

Have written material for the women to help them educate themselves on union policies and procedure.

Ask shop stewards about equal pay since they would know if women have been reclassified due to a WLB decision.

Set up a section on "Retroactive Provisions". Yes No Other
WLB sets the retroactive date in three different ways:
1. Date both parties ask for.
2. Date the case is filed with WLB.
3.

Agent should note if the contract material is the old contract or the contemplated contract which is pending before the WLB.

~~Agent should note if the job and rate sheet is part of the contract.~~

If equal pay is not an issue before the WLB is it because equal pay is in practice, or because jobs are not comparable, or what is the reason?

Agent should note if the majority of women employees are on piece work or day work.

Starting Rate Set up as Men Women

Job and rate sheet question should follow equal pay column.

What is the union's attitude toward equal pay?

* Area code

* Union code	OS = old school. NA in these				
* Locality Code					
* Product Code					

~~Confidential~~

B.L.S. Survey
July 1943

Women's Coats & Jackets
Philadelphia

✓ 11 establishments
Class A. 5 - with 51 to 250 employees
Class B. 6 " 9 " 50 " "

Sewing machine operators - (specific operations on garments not given)

	Male		Female	
sewing mach. op.	no. of operators	Wkly earnings	no operators	Wkly earnings
class A firms	27	1.56	138	1.06
class B firms	20	1.14	24	.87

✓ all except 1 are unionized
Includes 3 contract shops

also available = max. & min earnings by no. of employees

E. Manning

U. S. DEPARTMENT OF LABOR — WOMEN'S BUREAU

Work For Women After the War

In the war period over 7 million women not employed before have gone to work, chiefly in factories, services, offices, professions, and on farms. Some have left the labor market, many have changed occupations. Over 19 million women were in the peak labor force.

Close of the war will bring to an end, often quite suddenly, much of the activity in which these women have engaged in some of the major war industries, such as making ammunition, guns, ships, aircraft, parts. What will happen to these workers?

Many women will not want to continue in the labor force. Many others need to work. In fact, *before the war women made up about one-fourth of the labor force.*

The opportunities for women's work will depend first of all on available jobs. *Employment for all* who need to work—men and women alike—is the after-war goal that *must be planned for now and attained.*

This country must use effectively the skills of women workers, demonstrated during the war.

Wise policies for the period of change from war-time to peacetime production must be worked out by cooperation of unions and employers (in manufacturing, business, service industries, agriculture), with the aid of Government. These should include use of women's skills, full seniority for women, shortened work hours, equality in training, pay, and job advancement, adequate insurance for jobless women. *Organized women should share fully in this planning.*

The Four Freedoms must be assured in American economy at home, as well as in the world at large. An important measure of this is in whether all workers can get jobs.

WOMEN, LIKE MEN, NEED JOBS—FOR FAMILY SUPPORT

There are more women than men in the population.
Even before the war, a fifth of the women workers were the principal wage earners in their families.
Even before the war, women made up a fourth of this country's work force.

FACTS THAT WILL HELP WOMEN TO GET JOBS:

Women have developed special skills in war-work processes that call for nimble fingers, delicate touch, dexterity, and perseverance.

Industries will need women in jobs that in past years long have employed them.

Employers want to keep women on some kinds of work. They have found women effective workers, careful of materials, causing less spoilage than before, good at following instructions. In manufacturing plants women have demonstrated that they are safety-minded.

Many plants have been engineered to fit women, with machines and benches suited to women's height and strength—lighter jigs, dies, fixtures, and parts, automatic stops, new machine guards, lifting devices, special job rotation.

FACTS THAT WILL CREATE DIFFICULTY FOR WOMEN WORKERS:

Women have newly entered many of their present jobs. They have not yet built long seniority records.
Some union contracts do not protect their seniority.
Old traditions as to women's work still persist in the minds of some: that they work for pin money, though facts show that great numbers must support themselves and others; that their place is in the home, though much production and service formerly done at home now is done outside.

TYPES OF WORK THAT WILL NEED WOMEN

In producing consumer goods, where women long have been employed, as in the electrical, shoe, textile, food, jewelry, and other industries.

In the manufacturing of goods to help in the reconstruction of devastated countries, as well as the replenishment of depleted stocks in this country.

In assembling parts of radios, autos, instruments; in inspecting; operating machines; fabricating steel and plastic products. (Before the war, iron and steel had nearly 70,000 women wage earners.)

In various selling trades, and in service industries, where shortages will continue to be acute, as in restaurants, laundries, households.

In various business and clerical operations, as in secretarial work, statistics, and accounting.

In specialized technical and professional work, as in plant laboratories, nutrition, medicine, education, rehabilitation of handicapped, research, and various scientific services.

In community and social security services, as in health, welfare, child care, and recreation.

WOMEN SHOULD:

Develop their own skills as far as possible.
Learn more of the economic questions affecting them.
Be active in unions and professional organizations.
Help to develop an economy that will provide full employment for all who need to work.

THE WOMEN'S BUREAU, U. S. DEPARTMENT OF LABOR SAYS:

Women, like men, need jobs to support themselves and their families. This country must use effectively the valuable skills of women workers, demonstrated markedly during the war period.

Displaced war workers, both men and women, must be placed in new jobs. Women must be accorded opportunities for—adequate training; advancement in work according to ability; equal pay; a share in making policies related to their work and to American life.

THE WOMEN'S ADVISORY COMMITTEE OF THE WMC SAYS:

Prospects for job security and other new job opportunities after the war are as important to women as to men. The American people, therefore, must demand consideration of the status of women in all post-war plans. This consideration is important to the war effort now, and it is socially desirable for the post-war period.

THE INTERNATIONAL LABOR ORGANIZATION SAYS:

In accordance with the consistent policy of the International Labor Organization, it is suggested that the redistribution of women workers in the peace-time economy should be organized on the basis of their individual merit, skill, and experience.

THE NATIONAL WOMEN'S TRADE UNION LEAGUE SAYS:

Some women will go back to the home, but most women now at work will not—because they can not. They too, like men, must have jobs to earn and live. Lose no time in finding solutions to women workers' present problems, but even as you concentrate on the present you are forced to keep an eye on the future. Tomorrow has an inescapable way of becoming today.

September 1, 1944

(WB 45-29)

Job Evaluations - A. O. Smith Corp., Milwaukee, Wis.
(Agreed to by Smith Steel Workers Union # 19806
and approved by W. L. B.)

Comparative Charts (of 10 jobs) - pp 1-10
Descriptions (of 2 jobs) - pp. 11 and 12.
Rating on Inspectors Jobs - p. 13.

(Taken off from copies in Union office)

(Evaluations were made after women had been working on the jobs four months (following the signing of 1943-44 Contract) - begun in Oct.,1943 and finished four or five months later)

COMPARATIVE CHART

CUTTER GRINDERS

Comparative Factors	Female Qualifications	Rating	Male Qualifications	Rating
1.Physical Limitations	Limited to easier types of jobs	90.0%	Can do all jobs	100.0%
2.Attendance	17.2% absent	88.0	3.7% absent	100.0%
3.Work Hours	Available shift minutes 430 out of 450 pd.	95.5%	Available shift minutes 462 out of 480 pd.	96.5%
4.Productivity	Per Supervision	90.0%	Per Supervision	100.0%
5.Responsibility	" "	90.0	" "	95.0
a.Total Comparative Rating		453.5%		491.5%
b.Average Comparative Rating		90.7		98.3
c. Present Rate per Hour after 8 mos.Service		$.75		$.88

(A) If female is to be paid on a comparative basis with the male her hourly rate should be --$.812

COMPARATIVE CHART

NO. 1 Inspection

1. Comparative Factors	Female Qualifications	Rating	Male Qualifications	Rating
1. Physical Limitations	Limited to easier jobs	80.0%	Can do all jobs	100.0%
2. Attendance	7.7% absent	97.5	4.5 absent	100.0%
3. Work Hours	Available shift min. 430 out of 450 pd.	95.5	Available shift min. 462 out of 480 pd.	96.5%
4. Productivity	Requires 20% more	95.0%	Per Supervision	90.0%
5. Responsibility	Per Supervision	90.0%	" "	95.0%
a. Total Comparative Rating		538.0%		581.5%
b. Av. " "		89.7%		96.9%
c. Present rate per hour after eight months service		$0.75		$0.93
(A) If the female is to be paid on a comparative basis with the male her hourly rate should be				$0.86%

COMPARATIVE CHART

DEPT. 120 - X-RAY OPERATORS

Comparative Factors	Female Qualifications	Rating	Male Qualifications	Rating
1. Physical Limitations	Limited to easy jobs	95.2	4.8% more eff. on easy jobs & can do all jobs	100%
2. Attendance	Absent 1.77%	98.3	Absent .070	100%
3. Work Hours	Available productive shift minutes out of 450 - 430	95.5	Available shift min. Out of 480-462	96.5
4. Productivity	7.65 shots per man hour	88.5	8.65 shots per man hour	
Quality -	2.6% errors	97.4	.9% errors	
5. Responsibility	Accepts very little	50.0	Accepts willingly	100.0
A. Total Comparative Rating		524.9		595.6
B. Av. " "		87.5		99.3
C. Present rate per hour after eight months service		.80		.95

(A) If the female is to be paid on a comparative basis with the male her hourly rate should be $.837*

*Rate changed (after reevaluation) to 89¢ 4/9/44

So. 101 women 95¢
(Foremen or supervisors)

COMPARATIVE CHART

TOOL CRIB ATTENDANTS

COMPARATIVE FACTORS	Female Qualifications	Rating	Male Qualifications	Rating
1.Physical Limitations	Limited to 80%	80%	Can do all	100%
2. Attendance	Above plant average	100%	Above plant average	100%
3. Work Hours	20 Min. out of 450 min.	95.5%	18 min. out of 510 min.	96.5%
4. Productivity Rates	Replacement Rates	85.5	Permits over-lapping	100%
5. Responsibility	Per supervision	100%	Per supervision	100%
a. Total Comparative Rating		460.5%		496.5%
b. Av. " "		92.1%		99.3%
c. Present rate per hour after eight months service		.75		.88
(A.) If the female is to be paid on a comparative basis with the male her hourly rate should be				.816%

COMPARATIVE CHART

LUBRICATION OPERATORS "C"

Comparative Factors	Female Qualifications	Rating	Male Qualifications	Rating
1. Physical Limitations	Limited to 90%	90%	Can Do All	100%
2. Attendance	2.6% above plant average	100%	5% above plant average	100%
3. Work Hours	430 out of 450	95.5%	594 min. out of 600	99%
4. Productivity	Five females	80%	Four Males	100%
5. Responsibility	More dependable	95.0%	Less Dependable	90%
A. Total Comparative Rating		460.5%		469.0%
b. Average Comparative Rating		92.1		97.8
c. Present rate per hour after 4 months service			$.75 3 mos.	$.93

A. .875 after four months service

COMPARATIVE CHART

TOOL ROOM MACHINE OPERATOR

COMPARATIVE FACTORS	Female Qualifications	Rating	Male Qualifications	Rating
1. Physical Limitations	Limit 80%	80%	Can do all	100%
2. Attendance	Above plant average	100%	Above plant average	100%
3. Work Hours	400 out of 450 minutes	95.5	462 out of 480 min.	96.5
4. Productivity	Per supervision	90.0	Per supervision	95.0
5. Responsibility	8 females	87.5	7 males	100.0
A. Total Comparative Rating		453.0%		491.5%
b. Av. " "		90.6%		98.3%
c. Present rate per hour after eight months service		$.75		$.88

(A) If the female is to be paid on a comparative basis with the male her hourly rate should be $.812

COMPARATIVE CHART

STOCK CHASER

COMPARATIVE FACTORS	Female Qualifications	Rating	Male Qualifications	Rating
1. Physical Limitations	Supervision	90.0%	Supervision	100%
2. Attendance	Records of bldg.501	100%	Records of Bldg.105	100%
3. Work Hours	8.0 hr. shift 20 min. rest	96.0	8.0 hour shift 18 min.lunch	96.5
4. Productivity	Supervision	80.0	Supervision	100%
5. Responsibility	"	100%	"	100%
A. Total Comparative Rating		466.0%		496.5%
B. Av. " "		93.2		99.3
C. Present rate per hour after eight months service		$.75		$.88

(A) If the female is to be paid on a comparative basis with the male her hourly rate should be $.83

COMPARATIVE CHART

TRACTOR DRIVERS

COMPARATIVE FACTORS	Female Qualifications	Rating	Male Qualifications	Rating
	Basis		Basis	
1. Physical Limitations	Limited to, 75%	75.0	Can do all	100%
2. Attendance	Records	100%	Records	100%
3. Work Hours	20 min. rest	95.5%	18 Min. rest	96.5%
4. Productivity	10 females	90.%	9 male	100%
5. Responsibility	Supervision	90.%	Supervision	100%
A. Total Comparative Rating		450.5%		496.5%
B. Av. " "		90.0		99.3
C. Present rate per hour after eight months service		$.75		$.88

(A.) If the female is to be paid on a comparative basis with the male her hourly rate should be $.80

COMPARATIVE CHART

FILM READER

COMPARATIVE FACTORS	FEMALE QUALIFICATIONS	RATING	MALE QUALIFICATIONS	RATING
1. Physical Limitations	Supervision	100.0%	Supervision	100.0%
2. Attendance	Dept.Records	98.3%	Dept.Records	100%
3. Work Hours	20 Min. Rest	95.5%	18 Min. Rest	96.5%
4. Productivity	Supervision	67.0%	Supervision	100.0%
5. Responsibility	"	80.0%	"	100.0%
A. Total Comparative Rating		440.9%		496.5%
B. Av. " "		88.2%		99.3%
C. Present rate per hour after eight months service		$0.75		$.925*

(A) If the female is to be paid on a comparative basis with the male her hourly rate should be $.82

*From job evaluation sheet because there have been no men hired for job, although the control men have done this work, and do occasionally

COMPARATIVE CHART

CRANE OPERATORS

COMPARATIVE FACTORS	FEMALE QUALIFICATIONS	RATING	Male Qualifications	Rating
1. Physical Limitations	Equal	100%	Equal	100%
2. Attendance	Better than plant average	100%	Better than plant average	100%
3. Work Hours	20 Min. Rest	95.5%	18 Min. Rest	96.5%
4. Productivity	Comparison	80.0%	Comparison	100%
5. Responsibility	Supervision	85%	Supervision	100%
A. Total Comparative Rating		460.5%		496.5
B. Av. " "		92.1		99.3
C. Present rate per hour after eight months service		$0.75		$0.92

(A) If the female is to be paid on a comparative basis with the male her hourly rate should be $.854

FILM READERS

Comparison Male & Female

RAY LABORATORY BLDG. #70

Job Description

Inspects films over a light for process defects - make inspection reports - tally reports

Physical Limitations

Same for men and women

Work Hours

Women work three 7.5 hour shifts. The men do not work regularly at this job but they would be available for 432 out of 480 or 96.5%
Women work 430 of 450 or 95.5%

Attendance

The attendance record of women is much poorer than that of men. The record shows an absenteeism of 6.9% for the women. A comparison to the plant average of 5.2% gives women a rating of 98.3 and the men 100%.

Productivity

Control men who have filled in on this work when women were absent, average between 600 and 800 readings per hour as compared to 500 per hour for the females. Supervision says that it takes 3 women to do the work of two men, which means 67% for this factor.

Responsibility

Here again the females are not inclined to make the close decisions as readily. Supervision gives them a rating of 80% on this factor.

CRANE OPERATORS

(BRIDGE CRANE OPERATORS)

Job Description - To climb up in the cab of an overhead crane and operate the levers which cause the crane to move along the tracks above the shop floor, and cause suspended cables to move toward or away from the operator, and to reel up and down vertically . Materials are hooked to these cables, raised and carried to a new position within range limits of the crane.

Physical Limitations - No difference but many women have refused the job because they don't like the height at which the crane operator must work.

Work Hours - Females are limited to 7.5 hours on a three shift basis with 20 minutes of rest as against eight hours and eighteen minutes of rest for the male. The percentage available time to paid time is 95.5% and 96.5% respectively.

Attendance - In department #213 absences amounted to 1% among the three females for August, while it was 3.6% for the forty males for August. These are under plant average so both rate 100% of this factor.

Productivity - As female operators have been employed for two months, it will be necessary to make the comparison against a male with similar experience. The females can handle two controls simultaneously wherever the males handle three This handicap supervisors, reduced the overall in the eyes of performance of females to 80.0%. in the eyes of

Responsibility - The average females have a less well developed sense of timing and judgment of weights than the males. This is due to a poorer background in connection with mechanical equipment and practices. They are rated 85% on this.

JOB CLASSIFICATION IS DEFINED AS FOLLOWS:

I. Inspector (Visual)

Male .93
Female .86

Responsibility for dimensional accuracy and physical uniformity of products passing through his assigned station. He reports to his Floor Inspector

2. Floor Inspector

Male .98
Female .91

Responsible for the manning of inspection stations in his assigned area. He checks their work and sees that the uniformity of quality is maintained. He reports to the General Floor Inspector.

3. General Floor Inspector

Male 1.02
to ... 1.05

(No Female Rate set)

4. General Inspector

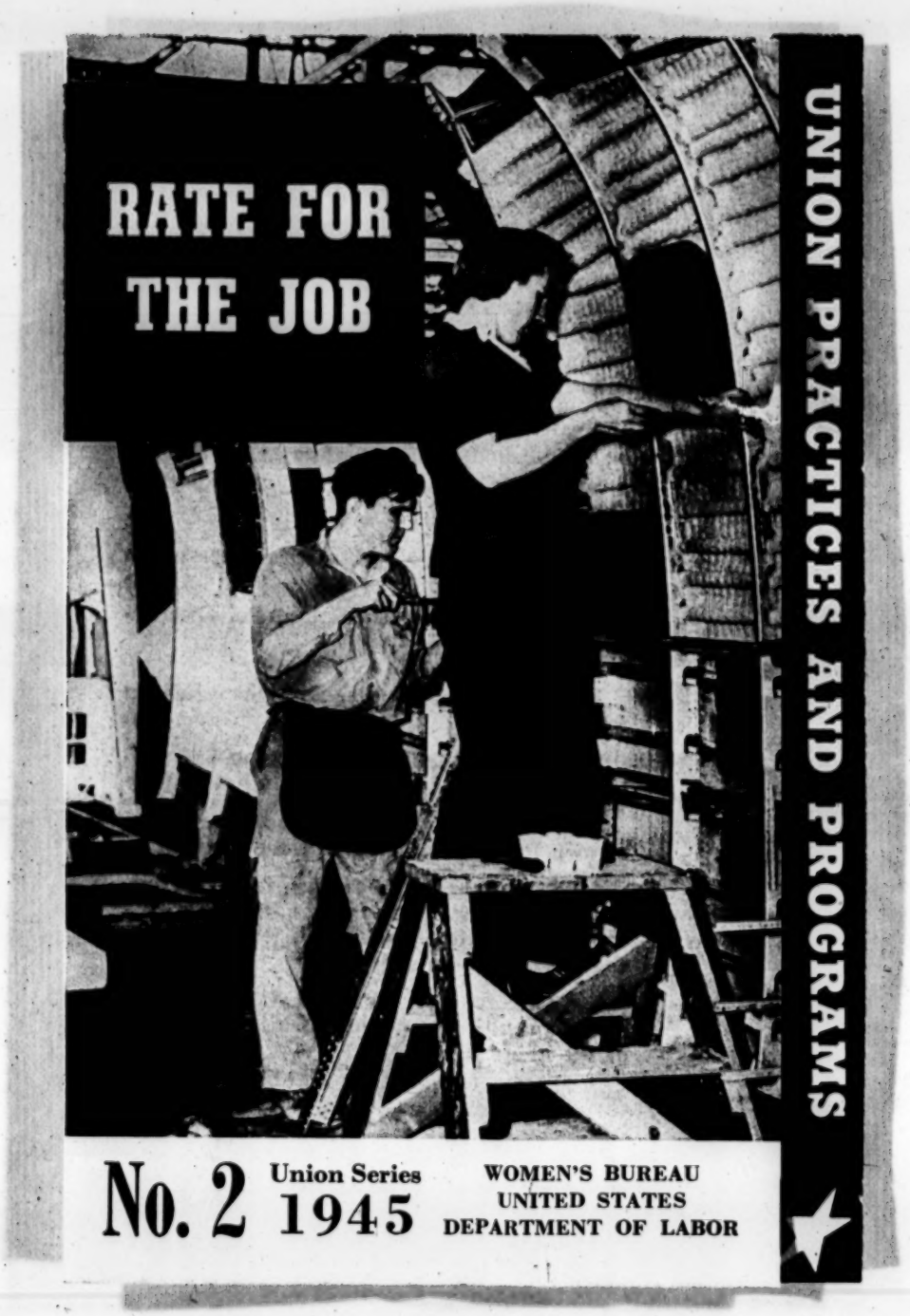
Male 1.15

(No female Rate set)

5. B Lay-Out Inspector

Male 1.05
to ... 1.10

(No female Rate set)



No. 2 Union Series 1945

WOMEN'S BUREAU
UNITED STATES
DEPARTMENT OF LABOR

Women DO THE JOB!



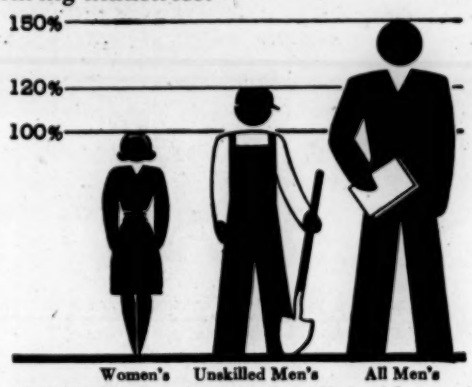
WOMEN WORKERS have, during the war period, proven without question that they can perform almost every kind of job.

WITHOUT WOMEN'S WORK the job of making the ships, planes, tanks, and munitions needed to win the war could not have been done.

WOMEN IN UNIONS have increased in number from about 800,000 before the war to around 3,000,000 during the war period. They have wholeheartedly supported their unions in the patriotic effort to prevent strikes and to keep the production lines moving.

ARE THEY PAID ACCORDINGLY?

Comparison of men's and women's average hourly earnings in manufacturing industries.*



* 25 selected industries reported by National Industrial Conference Board. Includes premium overtime rates.

Studies in 1944 covering 25 industries show:

Men's average hourly earnings were 50 percent higher than those of women.

Men's average hourly earnings on *unskilled jobs* were 20 percent higher than women's.

The Women's Bureau study shows:

Unions have made great progress in seeing that women were paid the rate for the job and that other types of discrimination were abolished.

There are still instances of several types of discrimination practiced—separate male and female job classifications, unequal opportunity for upgrading and promotion, and lower entrance rates for women.

UNION PRACTICES AND PROGRAMS

Women want the RATE for the JOB *not* "FEMALE" RATES! ★

THE WOMEN'S BUREAU STUDY SHOWS—

What Unions Are Doing To Make the Equal-Pay Principle Effective

1. Unions have made great progress during the war period in securing the rate for the job for both men and women workers.

2. All international unions surveyed subscribe to the policy of rate for the job and during the war period have given increasing attention to implementing this policy.

3. They have largely abolished male and female classifications. In some industries where establishment of female classifications was due to historical discrimination against women the gap between men's and women's rates has been reduced. In many instances it was not possible to close it due to wartime wage stabilization which has not allowed increases in wages if they increased cost of production.

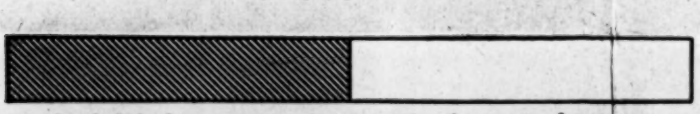
4. Some unions have always maintained the rate for the job; others which have women members in large numbers for the first time have adopted the policy and accomplished much in getting this policy put into effect.

5. In numbers of outstanding equal-pay cases where the differential was based on sex rather than job content, unions have been able to secure War Labor Board orders which have brought women's rates up to those for men.

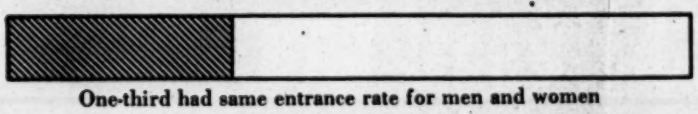
Of 80 Union Contracts, Covering 75,000 Women:



One-half had equal pay provided in the contract



One-half had same automatic progression for men and women



One-third had same entrance rate for men and women

Of the Contracts Which Had Equal-Pay Clauses:

One-half had the same automatic progression for men and women.

One-half had the same entrance rates for inexperienced men and women.

Of the Local Union Plant Units:

In one-half women said that not all women were given the same opportunity for upgrading and promotion that men were.

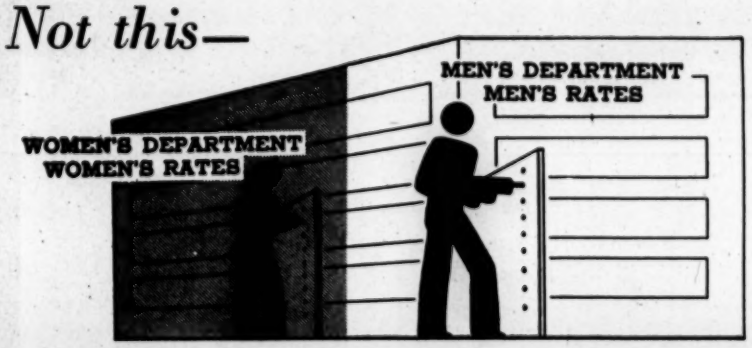
Problems of Discrimination

Although the principle of equal pay may have been established by an equal-pay clause in the contract this is not sufficient to prevent discrimination entirely.

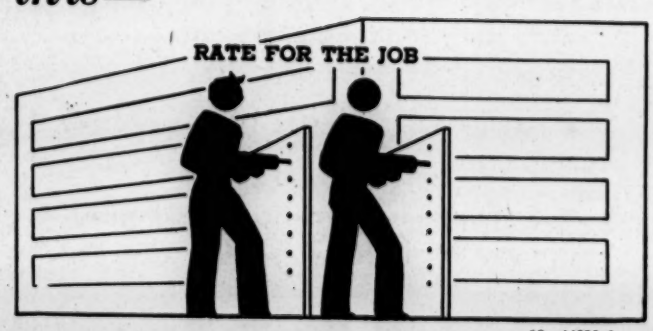
To make equal pay a reality it is necessary to establish the *rate for the job* and to see that whoever does the job gets the job rate. Discriminatory practices include:

1. Lower entrance rates for inexperienced women.
2. Unequal automatic progression—sex differential in rates from entrance to base rate.
3. Women not given the same opportunity as men for upgrading and promotions.
4. Break-down of jobs which increases production and lowers cost but results in lowering rates and thereby undermining the rate for the job policy.
5. Lower rates for women working in women's departments on jobs as skilled as many of the men's jobs.

Not this—



But this—



16—44632-1

Women want **the RATE for the JOB** *not* **"FEMALE" RATES!** ★

Action Needed

TO SECURE THE RATE FOR THE JOB

To secure equal pay—

1. Eliminate male and female job classifications.
2. Establish the *rate for the job* in principle and in practice.
3. Gain for women equal opportunities with men for upgrading and promotions.
4. Press grievance cases to accomplish these things.
5. See that good equal-pay and minimum-wage laws are passed in every State.

14,000,000 Men and Women in Unions Can Accomplish These Things!

U. S. GOVERNMENT PRINTING OFFICE 16—44632-1

Clerk.

Copy of Report

June 10. 48

Suggested Standards

for

Union Contract Provisions Affecting Women

Many requests have come to the Women's Bureau for standards covering women's employment which might be recommended for inclusion in union contracts. On February 21, 1944, the Bureau called a conference of women representatives from organized groups, both AFL and CIO, which have a significant woman membership. At this meeting both the principles and wording of proposed contract provisions were discussed from the standpoint of their adequacy in meeting women's needs. The conference agreed on the standards outlined herein.

Why standards are needed

Since the contract determines in large part the conditions under which women as well as men will work, it is very important not only that it contain provisions on subjects of importance to women's welfare but also that these provisions be so worded as to safeguard women's interests. Subjects of special importance to women are wage rates, seniority, provisions for meal and rest periods and maternity leave.

UNITED STATES DEPARTMENT OF LABOR
Frances Perkins, Secretary

WOMEN'S BUREAU
Mary Anderson, Director

GENERAL It is mutually agreed between the company and the union that no discrimination based on sex or marital status shall be practiced or permitted.

WAGES Wage rates established under this contract shall be set by the job, not by the sex of the worker. Wage rates and job classifications shall be based on job content.

Jobs or departments shall not be designated by sex, as "male" or "female" jobs, or "men's" or "women's" departments, or by any other wording with a similar meaning and effect. All previously existing sex classifications shall be eliminated.

The starting rate shall be the same for all inexperienced workers, irrespective of sex. The automatic progression schedule applicable during the training period likewise shall be the same for all workers.

SENIORITY Women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which women are employed, they shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women currently employed are available for upgrading in the same department or for assignment to jobs in other departments.

REST PERIODS In addition to a regularly scheduled lunch period, each employee covered by this agreement shall be given two 10-minute rest periods in each workday. During such periods the employee shall be free to leave his work place. Such rest periods shall be paid for at the employee's regular rate and shall not result in lengthening his over-all workday.

LUNCH PERIODS

Every employee shall be given a regularly designated lunch period which shall occur not more than 5 hours from the beginning of the employee's workday. Such lunch period shall be at least 30 minutes. A 30-minute lunch period shall be paid for. During his lunch period no employee shall be required to remain at his work place or to perform any duties connected with his employment.

MATERNITY LEAVE

Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and 2 months after delivery. Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

The following publications of the Women's Bureau set forth the standards recommended for employed women. They are of interest to unions seeking information and counsel on programs geared to the interests of their women members.

Effective Industrial Use of Women in the Defense Program. 10¢.

Lifting Heavy Weights in Defense Industries. 5¢.

Safety Clothing for Women in Industry. 10¢.

Safety Caps for Women Machine Operators. 5¢.

Washing and Toilet Facilities for Women in Industry. 5¢.

Women's Effective War Work Requires Time for Meals and Rest. 5¢.

Night Work for Women and Shift Rotation in War Plants. 5¢.

Women's Effective War Work Requires Good Posture. 5¢.

Progress Report on Women War Workers' Housing. April 1943. 5¢.

When You Hire Women. 10¢.

Community Facilities for Women War Workers. 5¢.

Standards for Maternity Care and Employment of Mothers in Industry. Free.

Equal Pay for Women in War Industries. 10¢.

Recreation and Housing for Women War Workers. 10¢.

Wartime Reminders to Women Who Work: The Paying Guest; The Paid Hostess. 5¢.

March 1944

U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 580771

1. Re

Abstracts of Mem Union Meeting

Jan 4 of the Chas. Mem

I Scope. State & area by no of
Unions and membership + no of plants
in Union + no of employees

Charlotte - N.C. v S.C.

Belmont	Durham - Raleigh	
Bessemer	Cambria	Winston-Salem
	Cary	
Charlotte	Chapel Hill	Gibsonville
Cherryvale	Franklinton	Greensboro
Concord	Fuquay Springs	High Point
Cramerton	Henderson	Kernersville
	Hillsboro	
Dallas	Louisburg	Lexington
Davidson	Oxford	Thomasville
Fort Mill	Raleigh	Winston-Salem
Gastonia	Roxboro	

Charlotte - U.C. v. P.C.

Belmont
Bessemer
Charlotte
Cherryvale
Concord
Cramerton
Dallas
Davidson
Fort Mill
Gastonia
Kannapolis
Lincolnton
Marshville
Monroe
Mt. Holly
Mt. Pleasant
Pineville
Rock Hill - Stanley

Durham - Raleigh

Carrboro
Cary
Chapel Hill
Franklinton
Fuquay Springs
Henderson
Hillsboro
Louisburg
Oxford
Raleigh
Roxboro

Wake Forest
Warrenton
Wendell
Zebulon

Others - 13

Total - 21.62-1

Winston - Salem

Gibsonville
Greensboro
Hight Pt
Kernersville
Lexington
Thomasville
Winston-Salem

1.3

13

Total Women in which women - 28
Left Sex - 3 10%
Not held Offices - 54
Left Sex - 10 1/5

In Men 1/10
1/5

U. S. DEPARTMENT OF LABOR WOMEN'S BUREAU

Work For Women After the War

In the war period over 7 million women not employed before have gone to work, chiefly in factories, services, offices, professions, and on farms. Some have left the labor market, many have changed occupations. Over 19 million women were in the peak labor force.

Close of the war will bring to an end, often quite suddenly, much of the activity in which these women have engaged in some of the major war industries, such as making ammunition, guns, ships, aircraft, parts. What will happen to these workers?

Many women will not want to continue in the labor force. Many others need to work. In fact, *before the war women made up about one-fourth of the labor force.*

The opportunities for women's work will depend first of all on available jobs. *Employment for all* who need to work—men and women alike—is the after-war goal that *must be planned for now and attained.*

This country must use effectively the skills of women workers, demonstrated during the war.

Wise policies for the period of change from war-time to peacetime production must be worked out by cooperation of unions and employers (in manufacturing, business, service industries, agriculture), with the aid of Government. These should include use of women's skills, full seniority for women, shortened work hours, equality in training, pay, and job advancement, adequate insurance for jobless women. *Organized women should share fully in this planning.*

The Four Freedoms must be assured in American economy at home, as well as in the world at large. An important measure of this is in whether all workers can get jobs.

WOMEN, LIKE MEN, NEED JOBS—FOR FAMILY SUPPORT

There are more women than men in the population.
Even before the war, a fifth of the women workers were the principal wage earners in their families.
Even before the war, women made up a fourth of this country's work force.

FACTS THAT WILL HELP WOMEN TO GET JOBS:

Women have developed special skills in war-work processes that call for nimble fingers, delicate touch, dexterity, and perseverance.
Industries will need women in jobs that in past years long have employed them.
Employers want to keep women on some kinds of work. They have found women effective workers, careful of materials, causing less spoilage than before, good at following instructions. Women truck, bus, and cab drivers have superior safety records.
Many plants have been engineered to fit women, with machines and benches suited to women's height and strength—lighter jigs, dies, fixtures, and parts, automatic stops, new machine guards, lifting devices, special job rotation.

FACTS THAT WILL CREATE DIFFICULTY FOR WOMEN WORKERS:

Women have newly entered many of their present jobs.
They have not yet built long seniority records.
Some union contracts do not protect their seniority.
Old traditions as to women's work still persist in the minds of some: that they work for pin money, though facts show that great numbers must support themselves and others; that their place is in the home, though much production and service formerly done at home now is done outside.

TYPES OF WORK THAT WILL NEED WOMEN

In producing consumer goods, where women long have been employed, as in the electrical, shoe, textile, food, jewelry, and other industries.

In the manufacturing of goods to help in the reconstruction of devastated countries, as well as the replenishment of depleted stocks in this country.

In assembling parts of radios, autos, instruments; in inspecting; operating machines; fabricating steel and plastic products. (Before the war, iron and steel had nearly 70,000 women wage earners.)

In various selling trades, and in service industries, where shortages will continue to be acute, as in restaurants, laundries, households.

In various business and clerical operations, as in secretarial work, statistics, and accounting.

In specialized technical and professional work, as in plant laboratories, nutrition, medicine, education, rehabilitation of handicapped, research, and various scientific services.

In community and social security services, as in health, welfare, child care, and recreation.

WOMEN SHOULD:

Develop their own skills as far as possible.
Learn more of the economic questions affecting them.
Be active in unions and professional organizations.
Help to develop an economy that will provide full employment for all who need to work.

THE WOMEN'S BUREAU, U. S. DEPARTMENT OF LABOR SAYS:

Women, like men, need jobs to support themselves and their families. This country must use effectively the valuable skills of women workers, demonstrated markedly during the war period.

Displaced war workers, both men and women, must be placed in new jobs. Women must be accorded opportunities for—adequate training; advancement in work according to ability; equal pay; a share in making policies related to their work and to American life.

THE WOMEN'S ADVISORY COMMITTEE OF THE WMC SAYS:

Prospects for job security and other new job opportunities after the war are as important to women as to men. The American people, therefore, must demand consideration of the status of women in all post-war plans. This consideration is important to the war effort now, and it is socially desirable for the post-war period.

THE INTERNATIONAL LABOR ORGANIZATION SAYS:

In accordance with the consistent policy of the International Labor Organization, it is suggested that the redistribution of women workers in the peace-time economy should be organized on the basis of their individual merit, skill, and experience.

THE NATIONAL WOMEN'S TRADE UNION LEAGUE SAYS:

Some women will go back to the home, but most women now at work will not—because they can not. They too, like men, must have jobs to earn and live. Lose no time in finding solutions to women workers' present problems, but even as you concentrate on the present you are forced to keep an eye on the future. Tomorrow has an inescapable way of becoming today.

September 1, 1944

U. S. DEPARTMENT OF LABOR WOMEN'S BUREAU

Equal Pay:—A Progress Report

The entrance of 4 million new women workers into the labor market as the result of wartime manpower demands has focused action on equal pay for women—a principle which calls for wages based on the job and not on the sex of the worker.

Gains have been made all along the line—in the fields of management, union organization, State legislation and Federal administration of wage stabilization. The application of the principle of equal pay is far wider than it was during World War I when policy statements were made by Federal agencies including the Women's Bureau and the National War Labor Board of that period, and agitation resulted in the passage of two State laws by 1919.

Since the beginning of World War II women have been employed on more jobs and in more occupations than at any previous time. This widespread use of women on what had been known as "men's jobs" served to break down the sex differentials in pay. Increased use of labor-saving machinery and job break-downs for the purpose of production speed-ups have further justified insistence that wage rates be set for the job and not for the worker.

The lessons of two depressions also have helped to advance the cause of equal pay. Sex distinctions in wage rates have been found to pull all wages down in periods of slack industrial activity, when low rates are used as repressive measures in bidding one section of the labor force against another.

This pamphlet outlines the progress made since World War I, and more specifically since the start of the National defense program in 1940.

THE NATIONAL WAR LABOR BOARD *and* EQUAL PAY

Important cases in which equal pay was disputed:

NORMA-HOFFMAN BEARINGS CASE—*Required equal pay for same work, but allowed differentials in pay rates when assistance of man is needed on job. August 1942.*

BROWN AND SHARPE CASE—*When unit labor costs are not increased by division of work and specialization of tasks, women workers should receive the established job rate. September 1942.*

GENERAL MOTORS CASE—*"Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations." September 1942.*

GENERAL ORDER NO. 16—*Adjustments to equalize wage rates of men and women on the same or similar operations for comparable quality and quantity of work permitted without prior approval by the National War Labor Board. November 1942.*

The NWLB does not fix wage rates on its own initiative. It exercises authority over adjustments proposed by employers or unions. The Board does not order equal pay unless the issue is in dispute. If union and management agree to differentials between men and women on same or comparable jobs, the Board does not order equal pay.

The Board has qualified its stand on equal pay in the BENDIX CASE and the ROTARY CUT BOX CASE. In the 1943 Bendix case, the Board held that sex differentials in wage rates could be allowed where women took over men's jobs and were given rest periods which men had not been given. In the Rotary case the Board held that when women performed jobs "historically" women's, the equal pay principle did not apply.

OTHER FEDERAL AGENCIES *and* EQUAL PAY

The Women's Bureau, as the principal Federal agency concerned with the welfare of working women, pioneered in the effort to establish equal pay. During World War I, the NWLB applied equal pay in more than 50 cases, but the policy of equal pay did not stick during the post-war years. The Women's Bureau continued to stress the issue, however, and in 1933 succeeded in eliminating wage differentials in many NRA codes. In 1938 the Federal Fair Labor Standards Act was made law and equal pay was applied to minimum-wage rates set up under the law.

The start of national defense activity in 1940 brought equal pay to the fore again, and the Bureau intensified its campaign. A statement of policy by the War, Navy, and Labor Departments in January 1942 included the recommendation that "wage rates for women should be the same as for men, including the entrance rate." In October 1942, the War Manpower Commission urged adoption of equal-pay standards. In December 1942, these agencies were joined by the War Production Board, the Maritime Commission, and the Office of Defense Transportation, in urging State labor commissioners to back "the same wage rates for women as for men."

STATE EQUAL PAY LAWS

Five States—Michigan, Illinois, Washington, Montana, and New York—have equal pay laws.

The Michigan and Illinois laws cover manufacturing only, and the others are general in scope. No State equal-pay law expressly authorizes the labor commissioner to inspect or otherwise determine compliance, but this power is given in the general labor law. Several of these States, under the general law, authorize labor commissioners to take assignment of wage claims for employees.

INDUSTRY, LABOR, *and* EQUAL PAY

War plants, faced by manpower stringencies, have applied widely the principle of equal pay, in beginning rates at least. This is evident in such industries as aircraft, steel, electrical equipment, shipbuilding, and machine tools. The difficulties arise in upgrading and promotion, where women are kept at beginning rates while doing higher-grade work. In some cases women have been found to be earning less as instructors than the men they were instructing.

To the union organizations has gone the initiative in pressing for equal pay. International union organizations have announced their advocacy of the equal-pay principle. Under NWLB regulations quoted previously, the Board will order wage equalizations only when the issue is in dispute between labor and management. Unions, in the main, have been active in pressing for equal pay and the large unions in the "woman-employing" industries now have hundreds of contracts with equal-pay clauses.

Both unions and management have found that strict adherence to the equal-pay principle results in better morale among women workers. In some cases where equal pay has not been in force women have quit their jobs rather than accept lower wages than men on the same job.

Although progress has been made, much remains to be done. Existing laws should be strengthened, unions urged into concretely gaining the equal pay they approve in principle, and continual education sponsored among labor and management groups.

May 1944.

(WB-44-123)

TRADE UNION STUDY.

I. Origin

II. Purpose - educational.

III. Scope

81 Unions
30 AFL — I.A.M. - 13
51 CIO — U.A.W. - 25

Membership - total 200,000; Women 50,000

6th Region

Illinois - 30 locals - 1/2 in Chicago
Indiana - 37 " - Ind.S.Bend Anderson Evansville
Wisconsin- 14 " - Milwaukee

IV. Subject Matter

1. Union itself 1 Type of contract-over ½ in M.& M. 1/5 closed shop.
   (1) Membership
   (2) Offices held by women. (Story)
   (3) Committees on which women serve.
   (4) Women's attendance at Union Meeting.
   (5) Amount of dues and fees.

   In half Unions - initiation fee $2, in others vary from "no fee" to $15. 1/5 at $5. Usual dues $1 per month - in 15 - $1.50.

2. Plant Union data.
   (1) Women serve as stewards on labor management and bargaining, grievance, other committees.
   (2) Contract provisions affecting women specifically, plant practices.
      (a) Equal pay for comparable work or separately by sex, job classifications, same entrance rate for new inexperienced workers.

(b) Plurality provisions - separate lists for men and women, "for duration only" women shall be let out first, married women.

(c) Maternity leave provisions
(d) Rest periods
(e) Female periods
(f) Suggests standards for contract provisions.

3. Attitude of Union leaders toward -

Continued employment of women - in about 34 plants where women are employed on both men's and women's jobs, in only 7 do the Union leaders expect them to continue on men's jobs - in the remaining 27, they expect them to continue but all on women's jobs only.

In 9 plants, where women are employed only on men's jobs in only 3 do they expect them to continue, in reconversion if there are so called women's jobs, are willing for them to work there.

V. War Labor Board Cases where issues involve women specifically - ie. equal pay, equal starting rate, re-evulation of women's jobs, discrimination of sex, job classified.

VI. Use of material.

25,000 Copies

Suggested Standards

for

Union Contract Provisions Affecting Women

Many requests have come to the Women's Bureau for standards covering women's employment which might be recommended for inclusion in union contracts. On February 21, 1944, the Bureau called a conference of women representatives from organized groups, both AFL and CIO, which have a significant woman membership. At this meeting both the principles and wording of proposed contract provisions were discussed from the standpoint of their adequacy in meeting women's needs. The conference agreed on the standards outlined herein.

Why standards are needed

Since the contract determines in large part the conditions under which women as well as men will work, it is very important not only that it contain provisions on subjects of importance to women's welfare but also that these provisions be so worded as to safeguard women's interests. Subjects of special importance to women are wage rates, seniority, provisions for meal and rest periods and maternity leave.

UNITED STATES DEPARTMENT OF LABOR
Frances Perkins, Secretary

WOMEN'S BUREAU
Mary Anderson, Director

GENERAL It is mutually agreed between the company and the union that no discrimination based on sex or marital status shall be practiced or permitted.

WAGES Wage rates established under this contract shall be set by the job, not by the sex of the worker. Wage rates and job classifications shall be based on job content.

Jobs or departments shall not be designated by sex, as "male" or "female" jobs, or "men's" or "women's" departments, or by any other wording with a similar meaning and effect. All previously existing sex classifications shall be eliminated.

The starting rate shall be the same for all inexperienced workers, irrespective of sex. The automatic progression schedule applicable during the training period likewise shall be the same for all workers.

SENIORITY Women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which women are employed, they shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women currently employed are available for upgrading in the same department or for assignment to jobs in other departments.

REST PERIODS In addition to a regularly scheduled lunch period, each employee covered by this agreement shall be given two 10-minute rest periods in each workday. During such periods the employee shall be free to leave his work place. Such rest periods shall be paid for at the employee's regular rate and shall not result in lengthening his over-all workday.

LUNCH PERIODS Every employee shall be given a regularly designated lunch period which shall occur not more than 5 hours from the beginning of the employee's workday. Such lunch period shall be at least 30 minutes. A 30-minute lunch period shall be paid for. During his lunch period no employee shall be required to remain at his work place or to perform any duties connected with his employment.

MATERNITY LEAVE Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and 2 months after delivery. Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

Consulting with

The following publications of the Women's Bureau set forth the standards recommended for employed women. They are of interest to unions seeking information and counsel on programs geared to the interests of their women members.

Effective Industrial Use of Women in the Defense Program. 10¢.

Lifting Heavy Weights in Defense Industries. 5¢.

Safety Clothing for Women in Industry. 10¢.

Safety Caps for Women Machine Operators. 5¢.

Washing and Toilet Facilities for Women in Industry. 5¢.

Women's Effective War Work Requires Time for Meals and Rest. 5¢.

Night Work for Women and Shift Rotation in War Plants. 5¢.

Women's Effective War Work Requires Good Posture. 5¢.

Progress Report on Women War Workers' Housing. April 1943. 5¢.

When You Hire Women. 10¢.

Community Facilities for Women War Workers. 5¢.

Standards for Maternity Care and Employment of Mothers in Industry. Free.

Equal Pay for Women in War Industries. 10¢.

Recreation and Housing for Women War Workers. 10¢.

Wartime Reminders to Women Who Work: The Paying Guest; The Paid Hostess. 5¢.

March 1944

U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 580771

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for

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March 1944

WB

August, 1941

UE R & MW. Local 1102 and Emerson Elect. Mfg. Co.

"employee" defined — all incentive & hourly-paid production & maintenance employees but not, etc.

Word employee used thru-out.

§8. Seniority. (4th pp)

In the event that a physical examination discloses that an employee is physically unable safely to perform the duties of his employment, and if

One person responsible for writing up schedule
Sched 1. Good grievance procedure U.F.E.W.A., CIO.
Inst'utl. Haw.
East Moline

sched 4
sched. 8.

Sched 4 = Union Malleable Iron Co of Deere + Co.
East Moline, Ill., and local 81, UAW-CIO
contract submitted, entered into March 22, 1943
Interviewed = Mr. Sam Gogg, President.

Contract p. 21 provides: "On all jobs the principle of equal pay for equal work, as interpreted by the WLB, will be applied. Agents sched. marks 'equal pay clause' yes. (p 5, of old sched) II A 1(a)(3)(c)

Agents sched on WLB (p 3 of old sched)
Q. I B 5 What does case involve? Does it involve women especially? Answers: "time studies; inequalities in pay":
WLB case not attached.
Unfair wage rates turnout a plant
Rates that are not ~~in relation to the~~ based on value of work

sched 8. Eagle Signal Corp, Moline,
IUE R + W M, Local 814.

Contract p.7 (§28) "No discrimination bec of sex, race, color, creed or national origin. There shall be no differentiation in the rates paid to males with the rates paid to females for comparable quantity + quality of work on the same or similar opers."

p.5 sched. checked does cont provide for equal pay? yes.
(1) by rate for job, yes
(2) " equal pay clause yes

WLB (p.3) What does case involve?

Answer: Equalization of wage + salary rates paid to females with rates paid to men for comparable quantity + quality of work on same or similar operations."

WLB case not attached.

Original scope:

Int. Assoc. of Machinists;
Int. Bro. of Electrical Workers
United Automobile Workers of America

CIO:

United Automobile, Aircraft +
Agricultural Implement Workers of Am
United Electrical Radio + Machine Workers of Am.
United Farm Equipment Workers of Am.

Seniority Clauses in Union Contracts

The majority of union contract clauses do not discriminate against women. Some, however, limit women's rights to bid on men's jobs to the period of emergency or provide that women shall be laid off first or shall "not have the right to bump any male operator" when the manpower shortage no longer exists.

The Women's Bureau has consulted with union representatives of many of the unions that have a large woman membership in regard to what kind of guarantee can be included in the union contract to prevent this kind of discrimination against women.

Two large international unions recommend to their local unions, in addition to the general seniority provisions which apply to men and women alike, general nondiscrimination clauses.

Sample Contract Clauses Recommended by International Unions

"The company agrees that it will not discriminate in the hiring of employees or in their training, upgrading, promotion, transfer, lay-off, discipline, discharge, or otherwise, because of race, creed, color, national origin, political affiliation, sex or marital status."

"The company's employment policy shall provide for its employees equality of opportunity, regardless of race, color, creed, sex, political affiliation or marital status and shall not show partiality or grant any special favors to any employee or group of employees."

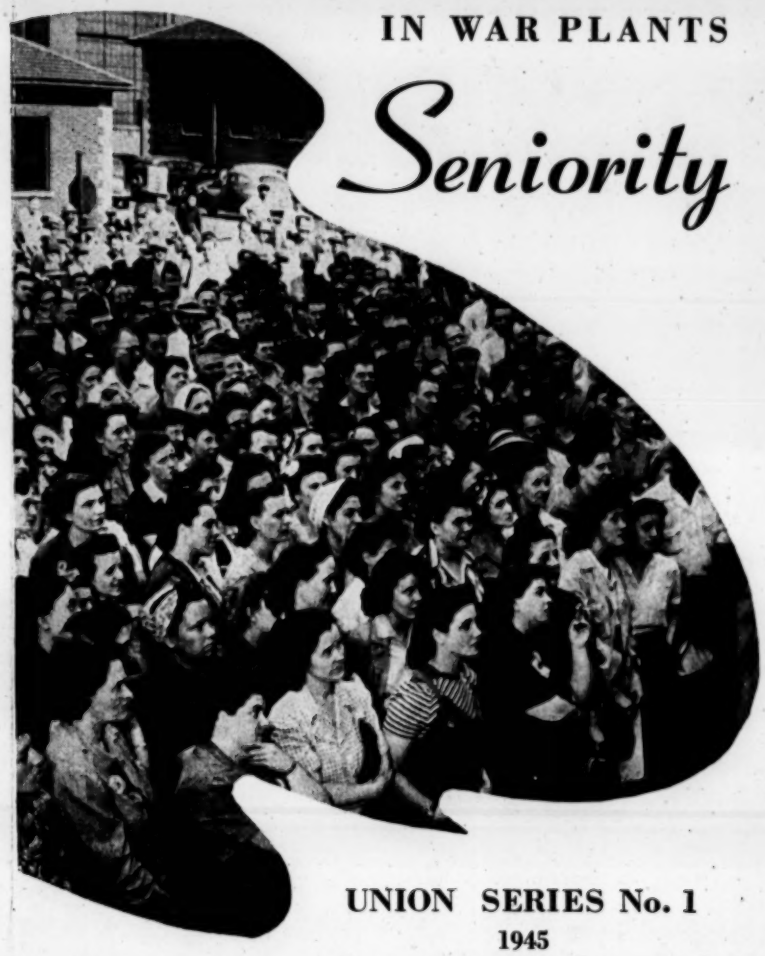
"There shall be no discrimination in the wages, hours, or other terms and conditions of employment, based on sex or marital status."

16—45268-1 GPO

File Copy Union Study Tables

STATUS OF WOMEN IN UNIONS IN WAR PLANTS

Seniority



UNION SERIES No. 1
1945
U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

WHY SENIORITY IS IMPORTANT TO WOMEN

What Seniority Is and What It Does

Seniority is a system primarily for protecting the job rights of workers according to the length of employment.

Seniority aims to prevent discrimination and favoritism in lay-offs, promotions, upgrading, transfers, and rehiring.

A worker gains greater job security as his length of service increases.

Seniority is advantageous to employers as well as workers because it reduces turn-over, it keeps the most experienced workers on the job, and it lessens friction between workers and foremen.

Seniority cannot by itself create or guarantee jobs. But it is of the greatest importance to workers when unemployment is increasing. In the operation of general seniority provisions women may be at a disadvantage in a particular lay-off owing to their shorter period of service. However, without seniority they have no protection against discrimination based on sex.

Seniority is currently very important to the large numbers of women in the war industries where the cutbacks have already begun to take place.

Women's Employment

The number of employed women increased 6,500,000 from April 1940 to April 1945.

Women in Unions

Of the 2,000,000 who have gone into war plants, large numbers have joined unions as new members.

Some of these women gained security of employment on an equal basis with men—others did not. They requested from the Women's Bureau information which would be helpful to them in their efforts to secure better job protection.

Women's Bureau Study

The Women's Bureau interviewed representatives of A. F. of L. and C. I. O. unions with membership of about 200,000, of whom 75,000 were women, in a large war industry area in the Midwest, to secure facts on the union status, benefits, and problems of women in unions.

Information was collected by examination of union contracts, and by interviews with representatives of international unions and officers and women members of local unions.

WHAT U. S. WOMEN'S BUREAU STUDY SHOWS

Unions Make Gains for Women Members

● Do Women Secure Equal Seniority Rights With Men Through the Union Contract?

In over *four-fifths* of the contracts the *same seniority rights* for men and women had been secured.

In only *one-fifth* of the contracts *separate seniority lists* for men and women were found.

● Are Married Women Discriminated Against in the Union Contract?

Only 2 of 92 contracts provided for discriminatory lay-off of married women.

● Do Women Expect Special Adjustment of Seniority Provisions For Women?

The majority of women did not want to have special privileges.

But the majority *did* want the same seniority protection that men have so that they might expect fair treatment and not be discriminated against because of sex.

● Will Women's Jobs Be Protected By Seniority After the War?

Men and women officers and leaders in most local unions said—

Women will have equal protection with men. This is provided in the union contract.

The Union will stand back of straight seniority for both men and women.

However, in many local unions, officers pointed out that—

The majority of women and newly employed men will be laid off when the cutbacks come because they have not accumulated enough seniority to retain their jobs as plants reduce production and return to one shift instead of two or three.

Union Women Help Secure Seniority Rights

● Where women are active and hold responsible positions in the union they gain better seniority protection.

In plants where *no* women were on the bargaining, grievance, or shop committee, separate seniority, discriminatory against women, was found in three-fourths of the contracts.

● Women serving on committees, as shop stewards, officers, and executive board members in one large international union, secured:

1. Recognition by the entire membership of the contribution women themselves had made toward strengthening the union and securing a better seniority system for all members.

2. Adoption of policies by their international unions of the same seniority rights for men and women through including in all contracts a general nondiscrimination clause which prevents sex discrimination.

● Women members in one large international union held a national conference to consider special problems of women. They recommended that their international union executive board:

1. Take action to help local unions to abolish any existing discriminatory provisions in contracts governing promotion, upgrading, transfer, lay-off, and rehiring of women workers.

2. Refuse to approve new contracts which permit unjust treatment of women.

Union Members say:

WOMEN MEMBERS CAN HELP TO SECURE ADDITIONAL GAINS

Women can be more active in their unions. . . They can attend union meetings. . . They can help union members, men and women, to understand that gaining better conditions depends on having the full support of *all* members—and that to gain the full support of *all*, contract provisions should apply to *all*. . .

Union women can see that the best women representatives run for office and serve on committees. . . They can see that special problems of women get attention in their local unions. . . They can ask their State and city organizing committees to launch organizing drives in the service trades where many women will be seeking employment after the war.

16—45268-1

Action Needed

TO SECURE THE RATE FOR THE JOB

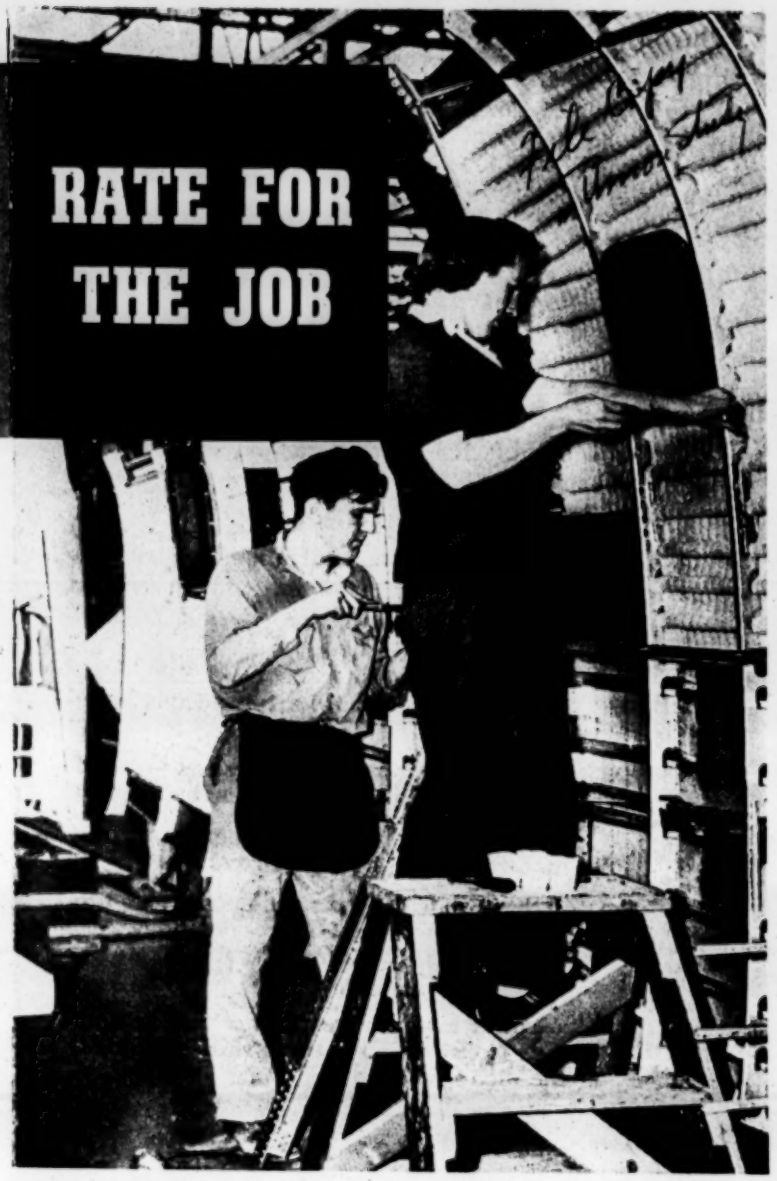
To secure equal pay—

1. Eliminate male and female job classifications.
2. Establish the *rate for the job* in principle and in practice.
3. Gain for women equal opportunities with men for upgrading and promotions.
4. Press grievance cases to accomplish these things.
5. See that good equal-pay and minimum-wage laws are passed in every State.

14,000,000 Men and Women in Unions Can Accomplish These Things!

U. S. GOVERNMENT PRINTING OFFICE 16—44632-1

RATE FOR THE JOB

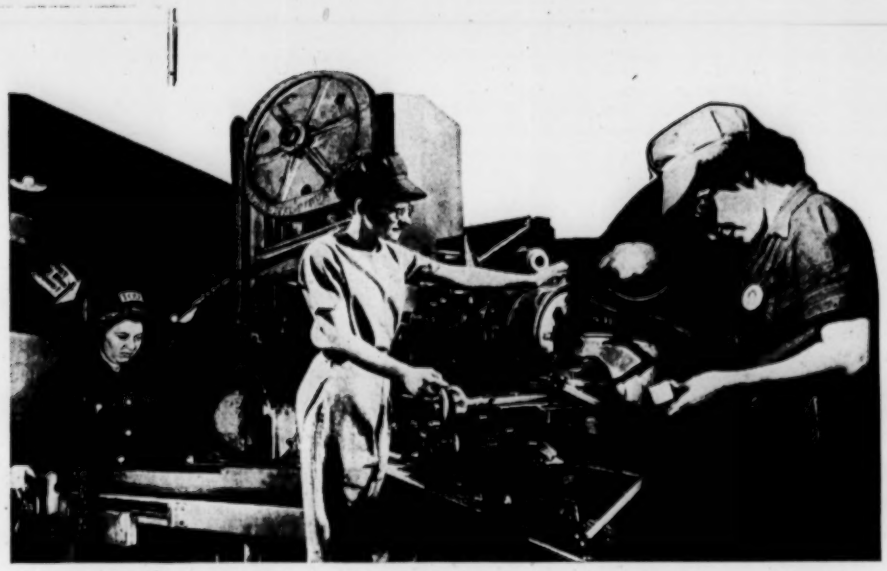


No. 2 Union Series 1945

WOMEN'S BUREAU
UNITED STATES
DEPARTMENT OF LABOR

UNION PRACTICES AND PROGRAMS

Women DO THE JOB!



WOMEN WORKERS have, during the war period, proven without question that they can perform almost every kind of job.

WITHOUT WOMEN'S WORK the job of making the ships, planes, tanks, and munitions needed to win the war could not have been done.

WOMEN IN UNIONS have increased in number from about 800,000 before the war to around 3,000,000 during the war period. They have wholeheartedly supported their unions in the patriotic effort to prevent strikes and to keep the production lines moving.

ARE THEY PAID ACCORDINGLY?

Comparison of men's and women's average hourly earnings in manufacturing industries.*



* 25 selected industries reported by National Industrial Conference Board. Includes premium overtime rates.

Studies in 1944 covering 25 industries show:

Men's average hourly earnings were 50 percent higher than those of women.

Men's average hourly earnings on *unskilled jobs* were 20 percent higher than women's.

The Women's Bureau study shows:

Unions have made great progress in seeing that women were paid the rate for the job and that other types of discrimination were abolished.

There are still instances of several types of discrimination practiced—separate male and female job classifications, unequal opportunity for upgrading and promotion, and lower entrance rates for women.

Women want the RATE for the JOB *not* "FEMALE" RATES! ★

THE WOMEN'S BUREAU STUDY SHOWS—

What Unions Are Doing To Make the Equal-Pay Principle Effective

1. Unions have made great progress during the war period in securing the rate for the job for both men and women workers.

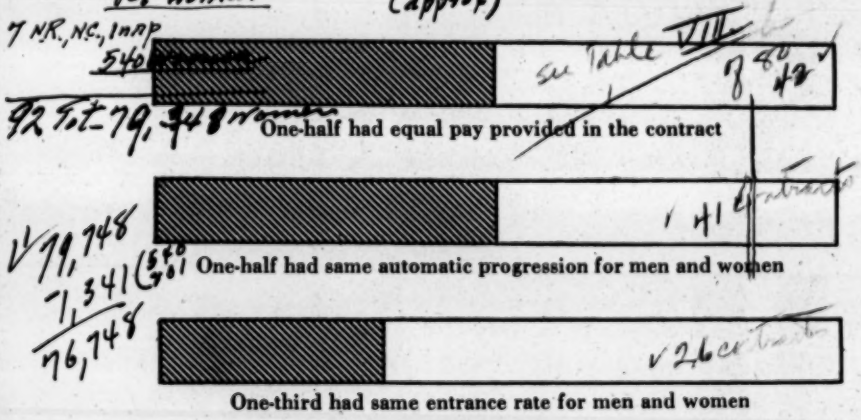
2. All international unions surveyed subscribe to the policy of rate for the job and during the war period have given increasing attention to implementing this policy.

3. They have largely abolished male and female classifications. In some industries where establishment of female classifications was due to historical discrimination against women the gap between men's and women's rates has been reduced. In many instances it was not possible to close it due to wartime wage stabilization which has not allowed increases in wages if they increased cost of production.

4. Some unions have always maintained the rate for the job; others which have women members in large numbers for the first time have adopted the policy and accomplished much in getting this policy put into effect.

5. In numbers of outstanding equal-pay cases where the differential was based on sex rather than job content, unions have been able to secure War Labor Board orders which have brought women's rates up to those for men.

Of 80 Union Contracts, Covering 75,000 Women:



Of the Contracts Which Had Equal-Pay Clauses:

One-half had the same automatic progression for men and women.

One-half had the same entrance rates for inexperienced men and women.

Of the Local Union Plant Units:

In one-half women said that not all women were given the same opportunity for upgrading and promotion that men were.

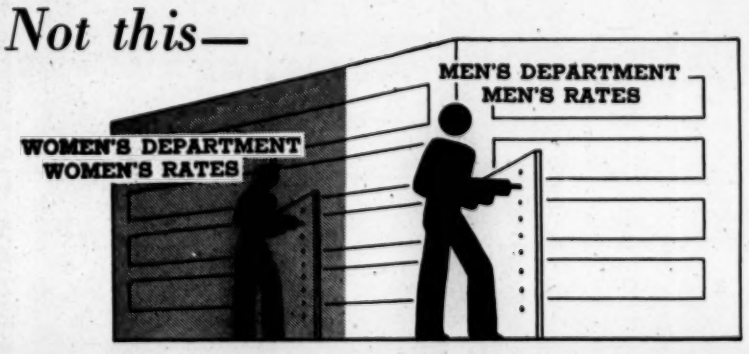
Problems of Discrimination

Although the principle of equal pay may have been established by an equal-pay clause in the contract this is not sufficient to prevent discrimination entirely.

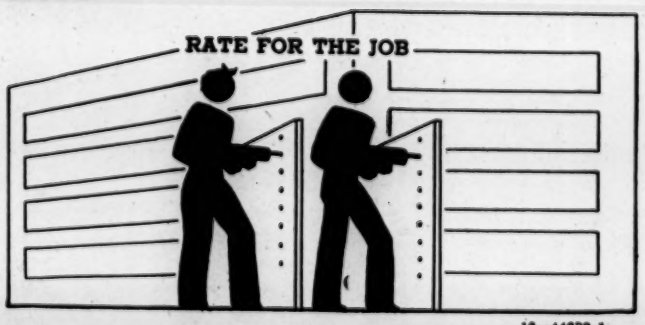
To make equal pay a reality it is necessary to establish the *rate for the job* and to see that whoever does the job gets the job rate. Discriminatory practices include:

1. Lower entrance rates for inexperienced women.
2. Unequal automatic progression—sex differential in rates from entrance to base rate.
3. Women not given the same opportunity as men for upgrading and promotions.
4. Break-down of jobs which increases production and lowers cost but results in lowering rates and thereby undermining the rate for the job policy.
5. Lower rates for women working in women's departments on jobs as skilled as many of the men's jobs.

Not this—



But this—



16—44639-1

Women want the RATE for the JOB not "FEMALE" RATES! ★

What the Women's Bureau Recommends

Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and 2 months after delivery. Additional leave up to a total of 1 year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of 1 year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

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File Copy — Union Study Tables

Union Provisions for Maternity Leave for Women Members

No. 3—Union Series
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U. S. DEPARTMENT OF LABOR
Frances Perkins, *Secretary*
WOMEN'S BUREAU
Frieda S. Miller, *Director*

Have War Industry Unions Secured Maternity Leave for Women Members?

A Study Made by the Women's Bureau in War Industry Unions in a Midwest Area Shows:

Only 5 out of 92 contracts had specific maternity-leave provisions.

Length of leave—

Varied according to individual need.
Usual maximum—1 year.

Over two-thirds of the contracts had provisions for illness or other good cause, but there was no contract guarantee that these provisions could cover maternity.

In most local unions no attention had been given to this question, and in some plants women were discharged when pregnancy became known.